

WVMFT Spring 2021 Negotiations

- The Negotiations Team
- Salaries and Benefits
- Other monetary gains
- Structural gains
- Member rights
- District issues that the Union fended off
- Issues to continue to push for

WVMFT's Negotiation Team

- Karen Chan, Lead negotiator and Exec. Director
- Hugo Mel Pritchard, VP
- Jory Segal, Former Secretary and Grievance Officer
- Yanghee Kim, Treasurer
- Nick Barron, Assoc. Faculty Representative from Mission College
- Ellen Yu Costa, Assoc. Faculty Representative from West Valley College
- Kate Disney, President

Salaries and Benefits

- Increases to both FT and AF salary schedules
 - 5% raise in AY 21-22
 - 5% raise in AY 22-23 ← 10.25% more compared to AY 20-21
- 79% parity on the AF salary schedule for AY 21-22
- 80% parity on the AF salary schedule for AY 22-23

Salaries and Benefits

- Increase to the annual fringe benefit cap for the FT Faculty
 - Single - from \$11,741 to \$12,480;
 - two party - from \$22,072 to \$23,580;
 - three or more - from \$28,270 to \$30,240
- Increase to the cash in-lieu payment for FT faculty who waive District health benefits.
 - From \$ 3,600 to \$4800 per year

Salaries and Benefits

- Increase to the health care premium reimbursement cap for AF
 - From \$2,000/semester to \$2,700/semester
 - Total allocated funds to program increased from \$135,000/semester to \$160,000/semester
- District provides the lowest cost CalPERS health care plan to AF on a semester-by-semester basis. Eligibility requires:
 - Reemployment preference
 - At least a 60% assignment (at census) in the prior semester
 - AF can buy up into more expensive plan
 - AF can buy up to provide coverage for spouse and/or family.
- AF can use both benefits simultaneously

Other Monetary Gains

- AF may work 6 hours/semester of flex activities at the Schedule C - C8 non-instructional rate (approx. \$75/hour next year). This is three times more than the current allowance of \$150/semester.
- Class Cancellation Pay - 1/16 of course pay (i.e. one week) if class is cancelled less than 5 working days from the start of the class and load is lost (no alternative assignment given)
- Mileage reimbursement for necessary travel between campuses and to/from off-campus worksites.

Other Monetary Gains

- All faculty can use conference funds for coursework up to 5-units per application.
- Conferences/Projects that extend into the next year will have funds rolled over into the next AY.
- Legacy funds to roll over in AY 21-22

Other Monetary Gains

- Improvements to Appendix BB concerning rules governing step placement for AF
 - Experience earned more than ten years ago is now counted towards step placement
 - Step placement rules align with step placement for FT faculty
 - e.g. 5 years of experience will be Step-6 vs.
 - current rules would require ten years of experience to achieve Step-6.
 - Maximum step placement on the AF salary schedule is still step 6 and step advancement remains the same (0.8 = 1 year; 2.2 = growth step)

Structural Gains

Article 100 - Associate Faculty

- Easier to retain reemployment preference
 - Existing language states AF can decline entire assignment once in a 3-year period with no consequence to REP except for extenuating circumstances.
 - Acceptance of partial load no longer requires dean approval.
 - Declining a full assignment due to the acceptance of work in **another** district (7 days prior to when WVMCCD offers an assignment) is now considered an extenuating circumstance.

Structural Gains

Mirroring Language in Article 17

- When a non-credit course and a credit course are scheduled concurrently, the load of the assignment will be the higher of the two course loads, even if the higher loaded course gets cancelled.
- Enables the growth of non-credit courses and programs.
- Credit labs at base 21 or base 24 that are scheduled with mirrored non-credit lab will move to a base 18.
- Non-credit lectures at base-18 or base-21 will move to base-15 if scheduled concurrently with an equivalent credit lecture course.

Structural Gains

Article 38 – Sabbatical Leaves

- The Sabbatical Leave Committee can, at its discretion, allow an applicant to resubmit a sabbatical application to provide clarification.
- This will eliminate the need for some applicants to wait an entire year due to a problem with their application.

Member Rights

Article 45 - Grievance Procedures

- **Advisory Arbitration** at final level
- Current process is that grievance moves through administration with the final level decided by the Board of Trustees, with no 3rd party review.
- New process will require that the Board of Trustees consider the opinion of the 3rd party arbitrator.
- Grievance process now allows faculty to grieve a failure to follow an Administrative Procedure.

Member Rights

Article 46 – Progressive Discipline

- District must issue oral warning for minor infractions.
- District must complete investigations within 90 days.
- Limits District's ability to initiate formal discipline for egregious offenses.

District Issues that resulted in no changes

Article 19 – WSCH/FTE Performance Goals

- The Division Council will remain intact
- The District Council can not change District Goals Committee's efficiency target by more than 10 WSCH/FTEF. (This will preserve classes.)

Article 20 – Organizational Structure

- The Deans will not be supervising faculty. Chairs will not be assistants to the Dean.
- Chairs elected by department faculty

Dept. Chair Job Description – status quo

District Issues that resulted in no changes

Articles 24A, 24B, and 108 – Performance Appraisals

- Appraisal articles will be reopened in AY 21-22 due to the need for input from the Academic Senates.
- Advantages to opening these articles without also opening wages and benefits.
- Union hopes to see a reduction in number of forms and a more supportive process with additional feedback.

District Issues that resulted in no changes

Article 18 - Assignment

- District sought to give deans the right to a 40% faculty assignment before Associates are assigned classes and before FT faculty receive overloads.
- No material changes to Article 18

Union Issues that we need to continue to push for

Salary Schedules

- Union sought to add all 36 steps to all columns on both the FT and AF salary schedules.
- Increase initial step placement and make the initial placement the same for both FT Faculty and Assoc. Faculty.
- FT member's step on the two salary schedules should be the same and codified more clearly in B.
- When an associate is hired as a FT member or rehired as a AF member, they should retain their step placement.

Union Issues that we need to continue to push for

Benefits

- Keep cap at a level that makes PERS Choice PPO plan free to FT faculty
- Decrease the minimum load to 40% so more AF can benefit from the District's health benefits.
- Raise the premium reimbursement to \$3,300/sem. for AF
- Encourage pre-tax savings by having the District make a nominal monthly contribution to an FSA or 403b.

Union Issues that we need to continue to push for

PG&Ds

- Reduce from 8 units to 6 units; or
- Reduce the number of growth steps making step advances automatic

Union Issues that we need to continue to push for

Associates' Access to earned Sick-Time

- Eliminate the red-tape so that associates who are sick can access their sick time without needing an assignment to “be released from”.

Union Issues that we need to continue to push for

Article 17 – Load

- Some lab load bases need to be corrected to be a more accurate reflection of the work required to teach the lab.
- Non-credit load bases need to be equitable and given a load that aligns with similar credit courses.
- Older Adult course loads need to reflect the amount of work involved in teaching these courses and repeating cohorts.
- Need to augment load for special cohorts.

Union Issues that we need to continue to push for

Article 19 – Performance Goals

- The faculty need more transparency and input around how FTEF is allocated to a program and used at the college-level.
- Accountability and tracking for the FTEF of cancelled courses.
- Less in-the-moment cancelling – more strategic planning
- Analysis on impact of cancelled classes – did the cancellation produce the intended result → higher efficiency, insignificant change to FTES?
- Performance goals need to be realistic, tailored to individual programs, and must ensure balance of curriculum.

Union Issues that we need to continue to push for

Article 20 – Organizational Structure and Dept. Chair Job Description

- Department Chairs need a greater allocation of FTEF to account for workload.
- Uncompensated Program Coordinators need some FTEF to run programs within conglomerate departments.
- Chairs along with Dept. Faculty must retain scheduling rights.

Union Issues that we need to continue to push for

Retirement

- Retirement Incentive Program

Free Class

- Allow all faculty to take one class free or charge each semester.
 - More FTES, more categorical funding, more enriched and diverse learning environment

DE Training and Certification

- Accept DE training taken outside Districts

Union Issues that we need to continue to push for

Article 45 - Binding Arbitration

A contract is only as good as your rights to enforce it!

Immediate Issues to address now!

AY 2021-2022

Union's load base changes

Article 17

Correct inequitable non-credit and lab loads

Performance Appraisal

Article 24 and 108

Ensure evaluations are peer-led processes

Streamline forms and do not introduce clerical requirements

District Issues that resulted in no changes

Article 21– Institutional Responsibilities (IR)

- District sought to require that faculty member obtain approval from their dean before performing IR.
- No material changes to Article 21