

Faculty Contract Negotiations - Table Talk

This is sent on behalf of the Negotiations Team, YFA/YCCD:

Written by Jillian Daly and approved by the Negotiations Team.

Table Talk
Faculty Contract Negotiations
November 10, 2008

Members Present: Jillian Daly, Roe Darnell, CeCe Hudelson Putnam, Teresa Scott, Nancy Sill, Diane Wirth, Gene Womble

Minutes: Jillian Daly

1. The meeting began at 1:00pm.
2. We reviewed our mutual re-opener and agreed to an overall negotiation goal to resolve our contractual obligation for salary and benefits as quickly as possible, taking into consideration the option priorities of each of our constituents.
3. We set up ground rules for discussion within our Interest Based Bargaining group and spent some time discussing issues of confidentiality and data gathering. We agreed that with consensus from the group we would be able to discuss specific agreed-upon topics with our respective constituent groups.
4. We discussed the team membership and agreed to the following:
 - a. The YFA team (Jillian Daly, CeCe Hudelson Putnam, Rose LaMont, Nancy Sill, and Gene Womble) would attend all meetings and four of the five members would be needed for quorum.
 - b. The district team (Roe Darnell, Teresa Scott, and Diane Wirth) would attend all meetings; Teresa Scott and Roe Darnell would be needed for quorum.
5. We agreed that the Table Talk would be written by Jillian Daly, reviewed and approved by both teams, and then sent out to all of YCCD through HR.
6. We agreed that all data collected for negotiations would be approved and discussed at the table, and that Gene Womble and Rose LaMont would work with Teresa in data gathering and presenting.
7. We agreed to negotiate salary and benefits using our negotiated cohorts (see Appendix A-3), and to use Halloween, October 31, 2008, as the snapshot for our comparisons. We agreed to ask cohorts if they expected a medical benefits cost increase beginning in January 2009.

8. We then moved on to tell “the story” for salary and benefits. Some items of the story included the following:
 - a. While the district anticipates some enhanced monies, such as 2% growth and .68% COLA, as well as some other monies, there is great financial uncertainty at the State and mid-year cuts look like a reality. Proposition 98 may be suspended next year, which would further affect community college funding.
 - b. To help alleviate budget cuts this fiscal year, Central Services budget savings for 2007-2008 were set aside for a potential budget shortfall in 2008-2009. Also, each college’s budget savings for 2007-2008 was augmented on a one-time basis back to the colleges for 2008-2009.
 - c. There will be a statewide effort to counter the budget proposals harmful to community college funding.
 - d. While we have been flat in our medical benefits costs over the past two years, we expect a 10-13.5% increase in costs beginning January 2009.
 - e. We have recently established a Joint Benefits and Wellness Committee whose role is to analyze our current benefits and provider alternatives and make suggestions to the bargaining units for reduction in medical benefits costs while maintaining the quality of our current medical benefits. They will also suggest a wellness strategic plan that should result, over time, in a healthier district community, and hence, in less benefits usage.
9. We created additional negotiation meetings through the end of Fall semester for a total of 17 hours of negotiation.
10. Our next meeting is scheduled for Monday, November 17th at 1:00pm.

The meeting adjourned at 5:00pm.