

## 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  
December 3, 2008  
1p.m. to 6 p.m.

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

**Facilitator:** Victoria Simmons

**Minutes:** Gloria Plasencia

1. The meeting began at 1p.m.
2. We began the meeting by looking at the cohort benefits data gathered thus far, though we were still missing information from Chabot-Las Positas, San Joaquin Delta, and Peralta. In viewing the data, we noticed that YCCD is the only district of our cohorts who includes a “normal cost” in our total cost of benefits. As of this year, all community colleges must “sunshine” their unfunded liability of retiree benefit costs (known as the GASB liability). These costs occur in three different ways: 1) Normal costs, which is the monthly charge per current employee towards his/her retiree benefit cost in the future; 2) A pay-as-you-go for the cost of medical benefits for YCCD’s current retirees; and, 3) An annual line-item cost each year towards the unfunded liability of retiree benefits for those who retired before we began charging normal costs.
3. We all acknowledged that since YCCD has been funding our GASB liability, including normal costs for about ten years, our “current retiree benefit cost” is much lower than our cohorts, who are just beginning to put large amounts of money towards their liabilities. We agreed for this year we would use the total compensation figures for YCCD that we have used in the past, including our normal costs, but we agreed that in future we would need to have a better understanding of how our cohorts are computing their retiree benefit costs.
4. We then moved on and looked at salary comparison data. Our interest is to reach at least median in comparison to our cohorts in total compensation (the cost of salary and benefits combined). The salary data showed we had lost ground in comparison to last year’s data, and every step and column would need an infusion of funds in order to reach median. We agreed, though, that we would need to complete the benefits comparison before we could get the true total compensation comparison.
5. We then briefly discussed the State budget, agreeing that a student fee increase seemed inevitable and that there is expectation of a 6% cut to the 2009-2010 budget.
6. For the remainder of the meeting, we brainstormed negotiated options for salary and benefits, placing forty-four different options up on the board for evaluation and review. Many options were creative, including the concept of a pro rata pay for retirees who would like to continue teaching part-time and the possibility of creating medical

reimbursement accounts in order to have tax breaks for our medical co-payments and deductibles.

7. We will be evaluating all the options at our final scheduled meeting December 15<sup>th</sup>.

The meeting ended at 6pm.

APPROVED