

**COLLECTIVE BARGAINING UPDATE**  
**AS OF**  
**APRIL 22, 2008**

**DISTRICT AND UNITED FACULTY**

**The District and United Faculty are in the fact-finding process and a fact-finder has been assigned. The parties were scheduled to meet with the fact-finder on April 21-23, 2008. Last week, United Faculty requested a continuance (delay). The fact-finder granted the continuance and the parties are now scheduled to meet May 27-28, 2008.**

**COLLECTIVE BARGAINING UPDATE**  
**AS OF**  
**MARCH 11, 2008**

**DISTRICT AND UNITED FACULTY**

The District requested to go to fact finding on March 3, 2008, and informed the United Faculty President of this request on March 3, 2008. PERB has acknowledged the District's request and has started the fact finding process.

Prior to the District requesting fact finding, the last proposals from each side were:

**DISTRICT'S LAST PROPOSAL TO UNITED FACULTY**

**A) For 06-07**

- *4% COLA (FT and PT schedules)*
- *1.5% additional ranking dollars to "true" part-time faculty (non-tenured and non-tenured track)*
- *Coaching stipend as agreed to during mediation*

**B) For 07-08**

- *3% COLA (FT and PT schedules)*
- *.5% additional ranking dollars to "true" part-time faculty (non-tenured and non-tenured track)*
- *For 07-08 year only, District will utilize the CSEA retirement stipend schedule. Those faculty who desire to receive a retirement stipend in the amount described in CSEA Local 707 retirement stipend schedule, must retire by July 1, 2008. This offer (retirement stipend) does not roll over into 2008-2009 year.*

**C) The 06-07 and 07-08 offer - if rejected, the District will ask for fact finding – 4:00 p.m. February 20, 2008.**

**UNITED FACULTY'S LAST PROPOSAL TO THE DISTRICT**

*For 06-07 year:*

*4% COLA plus 1% ranking dollars for FT and 2% ranking dollars for PT*

*For 07-08 year:*

*3% COLA plus .5% ranking dollars for FT and 1% ranking dollars for PT*

*SERP effective 08-09 – willing to negotiate details*

*Accepted Coaching Stipend*

*All other items closed and out*

**Note: During fact finding, the proposals that both sides have currently dropped could be brought forward for the fact-finder to address.**

**COLLECTIVE BARGAINING UPDATE**  
**AS OF**  
**FEBRUARY 26, 2008**

**DISTRICT AND UNITED FACULTY**

**As of February 26, 2008, United Faculty rejected the District's last proposal (from February 19, 2008 – see below) and indicated we will now proceed to fact-finding.**

**COLLECTIVE BARGAINING REPORT**  
**AS OF**  
**FEBRUARY 19, 2008**

**DISTRICT AND UNITED FACULTY**

**Proposal to United Faculty from the District**

**D) For 06-07**

- **4% COLA (FT and PT schedules)**
- **1.5% additional ranking dollars to “true” part-time faculty (non-tenured and non-tenured track)**
- **Coaching stipend as agreed to during mediation**

**E) For 07-08**

- **3% COLA (FT and PT schedules)**
- **.5% additional ranking dollars to “true” part-time faculty (non-tenured and non-tenured track)**
- **For 07-08 year only, District will utilize the CSEA retirement stipend schedule. Those faculty who desire to receive a retirement stipend in the amount described in CSEA Local 707 retirement stipend schedule, must retire by July 1, 2008. This offer (retirement stipend) does not roll over into 2008-2009 year.**

**F) The 06-07 and 07-08 offer - if rejected, the District will ask for fact-finding – 4:00 p.m. February 20, 2008.**

**UNITED FACULTY & DISTRICT NEGOTIATIONS UPDATE**  
**AS OF**  
**NOVEMBER 1, 2007**

The next mediation session between the District and United Faculty is scheduled for November 28, 2007.

It has come to the District's attention that a letter is circulating which states the District was not prepared for mediation. Three weeks prior to the October 31 mediation session, the mediator asked for the District's position on all issues at impasse. The District provided its position prior to October 31.

The District requested mediation sessions to be more than two hours in length. The October 31 session began at 11:00 a.m. and ended at approximately 5:00 p.m. The District was prepared and the mediator spent the majority of his time that day with United Faculty.

At a previous mediation session, it was agreed that each side would provide requested reports. At the October 31 session, the District requested three reports from United Faculty that have yet to be received:

1. United Faculty was to identify sources of funds that the Board could utilize or reallocate, with specifics, in order to fund United Faculty's proposals,
2. Costs of sabbatical proposals, and
3. Cost of 3% to part-time faculty.

Additionally, questions have been directed to the Human Resources office regarding the Supplemental Employee Retirement Plan (SERP) and questions about a signed side letter between the chief negotiator for the District and the president of United Faculty.

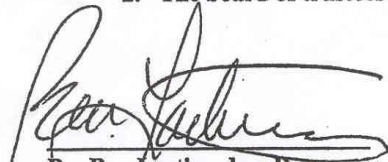
Below is the side letter (redacted to remove an individual's name) that was signed by both parties and which the District believes reflects an acknowledgement that the SERP program no longer exists.

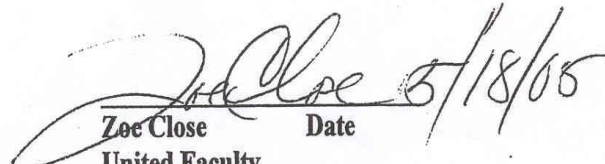
**Letter of Agreement**  
**Between**  
**United Faculty and Board of Trustees GCCCD**

The United Faculty and the Administration of GCCCD acknowledge that the Supplemental Employee Retirement Plan (SERP) expired July 1, 2004. There is a faculty who has asked for an exception to the expiration date of the SERP program. This faculty, \_\_\_\_\_ has asked to retire on June 30, 2004, under the SERP program, despite not submitting his request for SERP retirement on or before June 30, 2004.

Therefore, the exception will be agreed to as long as:

1. The United Faculty agrees that \_\_\_\_\_'s request is the last exception to the SERP program.
2. The board of trustees approves the exception.

  
\_\_\_\_\_  
Dr. Ben Lastimado    Date  
VC for HR & Labor Relations  
Chief Negotiator

 5/18/05  
\_\_\_\_\_  
Zoe Close            Date  
United Faculty  
Chief Negotiator

**UNITED FACULTY & DISTRICT NEGOTIATIONS UPDATE**  
**AS OF**  
**OCTOBER 31, 2007**

As of October 31, 2007, United Faculty and the District are still at impasse. The District and United Faculty have met in mediation on three occasions: September 5, September 26 and October 3, 2007.

The District and United Faculty will be mediating again on October 31, 2007.

**UNITED FACULTY & DISTRICT NEGOTIATIONS UPDATE**  
**AS OF**  
**JULY 23, 2007**

- July 2, 2007 was the last negotiation session between the United Faculty and the district. July 4, 2007 was a holiday

**United Faculty:**

- On July 11, 2007, United Faculty informed the district that UF had filed to the Public Employee (PERB) a petition for negotiations impasse; therefore, negotiations did not convene on July 11, 2007
- Regarding Salary, United Faculty most recent proposal (February 14, 2007): 5.92% COLA and “ranking dollars” to be ranked #21 among 71 colleges

**District:**

- Regarding Salary, district’s most recent proposal (June 13, 2007): 4% COLA with additional percentage if UF picks up health benefits cost increase
- On July 17, 2007, PERB contacted the district’s chief negotiator, Vice-Chancellor for HR & Labor Relations, and asked if the district agreed with UF regarding impasse. The district agreed to negotiations impasse

**Information on impasse procedure:**

The district was informed that a mediator will contact the VC for HR & Labor Relations in about 2 to 3 weeks. Mediation sessions could start in September and the mediator will determine the number of mediation sessions.

If the mediator believes (after several mediation sessions) that the district and UF are still at impasse, the mediator will recommend to PERB that Fact-Finding per Government Code 3548 occur. There are 7 items that the Fact-Finder will consider:

- 1. State and federal laws that is applicable to the employer*
- 2. Stipulation of parties*
- 3. The interests and welfare of the public and the financial ability of the public school employer*
- 4. Comparison of wages, hours, and conditions of employment of the employees involved in the fact-finding proceeding with the wages, hours, and conditions of employment of other employees performing similar services and with other employees generally in public school employment in comparable communities*
- 5. The consumer price index for goods and services, commonly known as the cost of living*
- 6. The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits; the continuity and stability of employment; and all other benefits received*
- 7. Any other facts, not confined to those specified in paragraphs (1) to (6), inclusive, which are normally or traditionally taken into consideration in making the findings and recommendations*

The impasse process from mediation to a determination by the fact-finder could take 12 to 18 months.

**The following are issues that the UF and the district have tentatively agreed (signed tentative agreement) to:**

- (1) Article V, Section 5.4.2.1.1 – Evaluation of Contact Faculty for Tenure**
- (2) Article V, Section 5.6.2.1 – Evaluation of Part-Time Faculty**
- (3) Salary Placement – The maximum initial step placement of Step 4 is moved to Step 10 for all faculty under the following conditions:**
  - a. Initial step assignment beyond step 4 on the current 10 month and 11 month salary schedules only pertains to full time faculty with a contract hire date on or after 1/16/2007.**
  - b. For allied health instructors only, two (2) steps on the salary schedule will be credited for every one (1) year of clinical experience, up to a maximum of Step 10.**
  - c. Any hospital grant that subsidizes nurses' salaries (that is included in the total annual base salary) is not considered a permanent amount of the total annual salary when the hospital grant is no longer in effect.**
- (4) On Line Courses – Compensation for part-time faculty (non-tenured and non-tenured track) will be designated as a special project assignment and will not be considered as part of the 60% California Education Code limitation.**

The following are other issues not yet resolved for the 2006-2007 year: (Note: As part of the settlement to roll over the UF agreement from 2006 to 2009, there was an agreement between UF and the district that each side could present 11 items for negotiations, not including salaries and benefits, for the 2006-2007 year).

**United Faculty:**

1. Additional On Schedule Salary Adjustment to the part-time schedule of 3%
2. Add a summer stipend for chairs and coordinators by pro-rating the contractual formula
3. Increase coaching stipends by \$1,000 each and add an additional off season stipend
4. \$100 a month to each part-time faculty member
5. Health Benefits Plan recommended by the Fringe-Benefit Committee

**District:**

1. Reassign time of UF President in regards to teaching and overload banking
2. Reassign time of Academic Senate Presidents established between senate presidents and the board (or their designee)
3. Separate Plan of Improvement from the provisions of Section 5.5.5.4 – Evaluation of Faculty
4. Job descriptions regarding \* asterisk items
5. Re-negotiate the overload banking process as allowed per section 7.9.8
6. The transfer of faculty within the district should be based on skill level and needs of district
7. Re-negotiate the Rights to Re-employment as it pertains to layoffs
8. Re-negotiate the sabbatical process that will include the chancellor reviewing the recommended sabbaticals prior to board ratification
9. Include a “no strike” clause for faculty and a “no lockout” clause for district in the agreement.

The district paid for benefits increase in cost for the 2006-2007 year and also funded step & column for the 2006-2007 year. When TOTAL COMPENSATION is considered (benefits and step & column paid for by the district) the total compensation percent is 6.44%