

CCFT Negotiations Update

August 22, 2011

1

- Layoffs
- Suspension of Conference Funds for 2011-12 and Sabbatical Funds for 2012-13
- 2011-12 Retirement Incentive Program
- Health Benefits

2

- State Disability Insurance for Part-Time Faculty
- Workload: Interdisciplinary Classes & Library 10
- Faculty Service Areas
- Leaves

Layoffs

After spending months at the table, CCFT and the District agreed to one year of medical benefits and faculty emeritus status for Jan Hiley, the only full-time faculty member being laid off in 2011-12 (note that there have been numerous “invisible layoffs” of PT faculty over the past few years). CCFT members pushed the Council to stand strong in advocating for a palatable package for this laid off employee. The agreement (SL 2011-12.2) pertains to layoffs for the current year only.

Suspension of Conference Funds for 2011-12 and Sabbatical Funds for 2012-13

Given the looming budget cuts, CCFT agreed to suspend new conference funds for the current year (\$150 per FT faculty) and sabbatical funds for next year. Full-time faculty will still have access to any previously-accumulated conference funds. Divisions may have some carry-over funds for adjunct faculty members (if you are interested inquire at the division level).

2011-12 Retirement Incentive Program

Over the summer CCFT and the District finalized a retirement incentive program for regular faculty members with at least 10 years of service in the District (refer to SL 2010-11.4 for details). Retiring faculty will receive the following compensation:

- 10 years of service to less than 15 years of service in the District: \$8,000 total, \$4,000 to be paid in August 2012 and \$4,000 in September 2012.
- 15 years of service to less than 20 years of service in the District: \$10,000 total, \$5,000 to be paid in August 2012 and \$5,000 in September 2012.
- 20 years or more of service: \$15,000 total, \$7,500 to be paid in August 2012 and \$7,500 to be paid in September 2012.

In order to qualify, faculty must notify HR in writing by 4pm on September 30, 2011.

Health Benefits

Given that increases came in much lower than expected, CCFT Council did not authorize any major modifications to our health benefits plans or payment structure. Employee groups did agree to a minor modification to the co-pays for prescription drugs in the base level HMO.

OPEN ENROLLMENT for health benefits plans will take place August 22– September 2.

On another front, teams agreed to extend Side Letter of Agreement that allows adjuncts to maintain eligibility for a district-paid benefits stipend if the unit member drops to 12 units/year (otherwise the contractual requirement would remain 15 units/year to maintain eligibility). Adjuncts still need to work 50% for two years prior to establishing eligibility (see SL 2010-11.5).



Negotiations Update

August 22, 2011

1

- Layoffs
- Suspension of Conference Funds for 2011-12 and Sabbatical Funds for 2012-13
- 2011-12 Retirement Incentive Program
- Health Benefits

2

- State Disability Insurance for Part-Time Faculty
- Workload: Interdisciplinary Classes & Library 10
- Faculty Service Areas
- Leaves

State Disability Insurance (SDI) for Part-Time Faculty

Implementation of SDI deductions is slated for October 1, 2011 if all goes according to plan. In return for a monthly contribution of 1.2% of income, the state will replace lost wages amounting to approximately 55% of income for faculty members on a disability leave (up to 52 weeks) or a family leave (up to 6 weeks). Wages would be replaced starting around April 1, 2012 (assuming the qualifying quarter is October 1, 2011 through December 31, 2011). SDI has the following components:

Disability Insurance: Provides up to 52 weeks of benefits for employees who are unable to do their regular customary work for at least eight consecutive days because of illness, injury, or disability (includes elective surgery, alcoholism, drug addiction, pregnancy, childbirth or other related conditions).

Paid Family Leave Insurance: Provides up to six weeks of benefits for bonding with a new child (includes adoption and foster care placement), caring for an immediate family member (spouse, domestic partner, child or parent) with a serious health condition, or for the employee to take medical leave.

PENDING FORMAL MEMBERSHIP RATIFICATION IN FALL 2011

Workload

Interdisciplinary Classes: CCFT and the District are very close to finalizing clarifications and revisions to language on "Interdisciplinary" classes, which will soon be referred to as "Cross-Disciplinary" classes. Many of these classes are in learning communities that require additional work.

Library 10: A small change proposed by the Librarians was agreed to.

Faculty Service Areas

Teams made revisions to Appendix U, the list of FSAs, in accordance with the recent revisions by the Faculty Senate to the disciplines list. Corresponding changes were also made to Appendices V and W.

Leaves

CCFT and the District will update Article 10, Leaves, to include information on how SDI leave for part-time faculty may be used in conjunction with other types of leave. This does not apply to full-time faculty members who have short- and long- term disability leave paid for by the District.