

FUSA-HCC BOT Bargaining Meeting  
July 19, 2007  
9:30 a.m.  
DTEC 409

In attendance were the administrative team members: Mark Levitt, Craig Johnson, Sue Flaig, Carlos Soto, Karen Griffin, and Donna Miller. FUSA bargaining team: Michael Moats, Liana Fox, Cindy Hewitt, Eric Joost, Mara Manis, Maribeth Mobley, Diorah Nelson, and Barry Silber.

FUSA began by stating there were numerous articles previously discussed and awaiting answers from the administration.

Article 6.23

FUSA asked whether or not administration had found out about retaining email for retirees for one year. Administration had not.

Article 8.22

FUSA asked if the administration had an answer for a time frame to correct paycheck errors when a faculty member is underpaid (in the range of \$200-250 or more). Administration stated they could include a 48-hour requirement for errors and will bring back language. FUSA agreed to bring back language to address how money is to be deducted when faculty is overpaid.

Article 8.1.D.1

FUSA proposed adding “at the discretion of the tenure candidate” after the word “tenure.”

Article 13.1

Administration asked to remove the entire article dealing with the sick leave pool. FUSA objected and stated that the only issue is with the sick leave pool committee which could be deleted. However, the contract has to maintain language detailing the sick leave pool and its operation. The administration will bring back language to regulate sick leave pool, striking A and B and stating the sick leave pool will be administered by HR. Administration asked for clarification on K and N. FUSA agreed to discuss the intent and respond.

Article 13.8

FUSA asked if administration had drafted language to address the issue. FUSA and administration consented to this language: “The college agrees to make the payment over multiple years to the extent allowed by IRS code and regulation.”

Administration presented proposals for 6.21, 6.9, 8.11, 8.7, and 12.2.H, and submitted a draft of a consolidation of all faculty evaluation and development forms.

FUSA presented a counter proposal to 8.4, giving tenured faculty priority over non-tenured faculty for 60 points overload during regular terms and 120 points during summer.

FUSA offered a counter proposal on 6.21.A. as the last sentence: “The charge, bylaws, membership make-up, and term of service shall be mutually agreed upon by FUSA and the administration and specified in appendix X.” The Administration asserted their management right to determine committee charges without FUSA or faculty agreement. FUSA expressed concern that faculty might not volunteer to serve on committees for which they did not understand the need and/or purpose and that regardless of who determines the mission, FUSA would like the contract to include that information.

The Administration’s proposal on 6.9 was to prohibit payment of royalties and/or compensation for textbooks created specifically for the College and for which the faculty member had was not an original author. FUSA expressed concern that the language was vague and overbroad and offered a counter proposal adding these words to the last sentence in the first paragraph: “Unless the contribution is substantial...of the existing edition of the text.”

The Administration proposed changing Article 8.11 to remove “free” as it applies to faculty parking. They stated that future parking needs may dictate the necessity of charging faculty for parking. FUSA expressed great concern at removing free parking without knowledge or ideas of what parking situations would be provided.

The Administration proposed a new Article 8.7 and 14.9 to provide for hourly payment to counselors and librarians who work in the summer in adjunct capacity. Their Article 14.9 would establish the rate of pay at \$20 per hour instead of the current “daily rate of pay”.

The Administration proposed changing Article 12.2 to limit Worker’s Compensation payments to only 45 hours per calendar year from the present 12 days per year.

With time running out, FUSA was unable to present their responses to the last two proposals.

The next meetings were scheduled for Wednesday, August 3, 9 a.m. until and Tuesday, August 14, 9 a.m. until.

Michael Moats will check on the availability of the meeting room and verify.