

Faculty Association Special Meeting
5/18/10

1. Announcements

- Student CTA scholarships
- Hellos and goodbyes to board members; announcement of new board members for 2011-2012
- How CTA spends our money (handout made available). Handout also available in the faculty lounge.

2. Fair Share concept:

- All members are represented, so everyone would pay their "fair share."
- Faculty are not required to join the union, and they can donate their membership fees to charity.
- Part-timers would only have to pay local dues if part of another unit at Solano or elsewhere.
- We are one of but a few community colleges who have not gone fair share; Solano, for example, will go fair share this fall. (Diane showed overhead sheets).
- Andrea underscored the difficulty in negotiations and explained how we cannot sustain this model in the future. Right now we have to beg people to negotiate and no time/money to do that. We simply do not have enough resources. On the district side, the negotiator's jobs are fit into their job description, they are professionally trained, and they receive compensation and/or time to do so.
- Diane pointed out that we may not have to raise dues (that have been suppressed for a good while) once we go fair share and determine how much negotiator reassigned time will cost. Negotiators need release time to meet/strategize/train, etc.
- General faculty discussion: lots of support for fair share, but also some concerns voiced. Should we vote on this? Board is interested in having faculty support on this and not imposing by fiat. Do we really want to be this formal? We can always try it and revert back. Concern over charges imposed on part-timers who are already facing cuts to their salaries. What if we trained a pool of negotiators? What about a training fund? Has the board looked at other scenarios? Why bringing up in a rush and at the last minute? Perhaps a

- Zoomerang survey? Some uncomfortableness of "imposing" this by fiat on non-members/part-timers.
- Michael Conroy explained the difficulties in negotiating including not having budget experience, not trained and also pointed out that the district side gets full support.
 - More discussion: general disagreement on who/how the vote should take place, what's fair. Agreement that negotiators do need support especially now with a new president coming in. Are there other ways to fund negotiators? Decision could polarize us—why either/or? Some faculty expressed desire for more real numbers, information on this proposal.
3. Negotiations update:
- a. Potential salary cuts:
 - Andrea reported that the District is currently projecting a 5% reserve for 2010/2011;
 - the budget numbers from the District have been volatile;
 - based on this, the FA is not discussing cuts to the full-time salary schedule unless the state budget situation changes significantly over the summer, AND/OR until the District has finalized the budget numbers (probably sometime in early October).
 - our goal has been to deal with real numbers and real scenarios throughout the year, and we will continue that practice.
 - b. Part-time Parity:
 - the FA negotiators asked the District to extend the current MOU until the college has finalized its budget numbers (sometime in early October);
 - we made this request based on the volatility of the District's budget numbers and the fact that the District is projecting a 5% reserve for next year, which reflects the BOT's goal for a healthy reserve;
 - the District rejected this request;
 - as a result, the part-time parity schedule will revert to 2001 levels based on the requirements of the MOU;
 - the District will send out a letter notifying all summer faculty of this change.

Meeting adjourned at 1:30