

SUNY Broome Faculty Association Bargaining Update

Your Negotiations Resource Committee (NRC), which is a subcommittee of Rep Council, has been working with the Negotiations Team (Team) to develop a rationale behind our current bargaining package.

As President Drumm stated in his 2010 Vision Statement “A happy faculty...is a well paid faculty...”

A quick synopsis of our rationale is that in the last contract the FA helped the college through a very tough economic time by taking a contract that was well below our expectations. Due to our concessions, the administration promised to “make it up to us” in the next contract and that contract is now. Including inflation, healthcare, and the administration’s current offer (.5%, 1%, 2%), the average increase over the 6 year period (2013-2018) would amount to **0.1% per year**. The exemplary faculty of SUNY Broome have made the college one of the most affordable community colleges, according to the US Department of Education, and the faculty need to be compensated as such. With the advent of student housing, growth in the Binghamton Advantage Program and in Fast Forward, the college has ever increasing funding streams.

This information is to bring you up to speed on what your Team, with assistance from the NRC, has been fighting for. We are doing this for you, the finest faculty in the nation!

There will be a meeting on Thursday, December 17 at 11:00 am in room AT200 to discuss this update.

Thank you,

The Team & NRC

Rationale in Support of SUNY Broome Faculty Association Bargaining Package

Fall 2015

- ❖ The **FA contract** that **expired August 31, 2015**, was settled during the most **severe economic downturn** in a generation. It was a bargaining climate where public employees everywhere were asked to step up and make sacrifices or face cuts in program and staffing. SUNY Broome made the appeal in our last round of bargaining that **"belts needed to be tightened"** and **"resources were scarce"** and **"everyone needed to pitch in"** to get through the recession. The FA responded by settling a contract that was well below our expectations. Our last Agreement provided an average raise of 1.1% with increased employee health insurance contributions. **At the same time SUNY Community College faculty across the state were receiving raises of 3.0% and above.**
- ❖ Taking into account inflation*, increased employee health insurance contributions and looking forward to the next 3 years using the current SUNY Broome salary proposal (.5%, 1%, 2%), the **cumulative net increase in pay** comes out to an average increase of **0.1%** per year over those 6 years. This is without any increase in the cost of the healthcare premium. If health care premiums increase, the **0.1%** will be even lower and will possibly result in a **salary decrease** across the board. The FA's proposed 4% increase for the next three years brings the cumulative 6 year increase to a little over **1.3%**.
- ❖ In order to get the 6 year cumulative net increase to approximately **2% per year**, a new three year contract would need to carry salary increases at or above 5.5% per year. Nevertheless, the FA started off at a reasonable number of 4% rather than posturing by proposing increases of 6% or 7%. We came into this round of bargaining respectfully, reasonably, and in good faith, trusting that SUNY Broome would do the same.
- ❖ One of the primary areas in which the FA has addressed the financial needs of the College is through the employee contribution for health insurance. **Over the last six years we have increased the rate we contribute.** For example, a member on a family health plan in **2009 paid \$1,675.82 per year**. Today, that same person is paying **\$3,292.32 per year: almost double**. The increase in contribution is equivalent to **3% cut in pay** for the average FA member.

- ❖ The US Department of Education has a college scorecard website for parents and students to compare institutions in terms of cost, graduation rates and expected earnings after graduation. Looking at the results for colleges within a 100 mile radius of SUNY Broome, we find that Broome is among the very lowest in final annual costs to the student, among the highest in graduation rates, and among the highest for expected earnings, for community colleges. SUNY Broome is a **BEST BUY** on this scorecard.
- ❖ By any measure, the Faculty and Staff at SUNY Broome are creating top-notch, cost effective programs that rival or exceed our sister institutions. For example, using the website CollegeScoreCard.ed.gov, **on average SUNY Broome students pay 15.99% LESS than at other NY State Community Colleges.** SUNY Broome, according to CollegeScoreCard.ed.gov, is **19.79% ABOVE the average graduation rate for NY State Community Colleges.** **We are doing more with less while maintaining very high quality of instruction.**
- ❖ However, this excellence and competitive advantage is being purchased at the cost of keeping faculty compensation EXTREMELY low. Although Broome has historically been among the leaders in graduation rates both from SUNY Broome and at transfer institutions, it is unreasonable to expect, as faculty morale declines, and full-time faculty are not replaced, that these results will continue.
- ❖ The SUNY Central provided comparison of SUNY Community College Operating expenditures reveals that over the past decade, **the change in net operating costs at BCC deviated dramatically from that of all other community colleges.** For example:
 - Our net operating costs are 83.3% over the base of 1995/96.
 - Those of all community colleges are 106.0% over the base of 1995/96. More than 20%!
 - We began this deviation in 2005/6 (the last 3 contracts).
 - These cost savings have been at the expense of BCC's organized employees.
- ❖ It's reasonable to believe that the **general public** expects that instructional costs comprise the principal component of the budget of any educational institution. However, this is no longer true at BCC. A review of SUNY Broome budget documents reveals that over the past decade, resources have shifted away from instruction and instruction is now less than 50% of net operating costs (49.5%).

- ❖ Funding streams to the college include **student housing**, ever significant growth in the **Binghamton Advantage Program (BAP)** and explosive growth (over 30%/year) in **Fast Forward**. The student housing is slated to expand in the immediate future according to the college's strategic plan, the BAP program is not available to all community colleges and puts us in a special, advantageous situation. **President Drumm has repeatedly noted Binghamton University could offer us another 1,000 students immediately.** According to statements by President Drumm, and the campus master plan, these funding streams will continue to grow over the period of the next contract.

- ❖ SUNY Broome is the **only** community college in the SUNY system with stable or increasing enrollments.

- ❖ *Consumer Price Index, All Urban Consumers, All Items. 2011-2014 average annual increase of 2.1%.