

Negotiations 2
6/29/21
Wales 203B
2:00 p.m.
SBFA Negotiating Committee Notes

Present:

Admin: Colin Leonard, Penny Haynes, Lynn Fedorchak, Michelle Snyder, Larry Allen, Jeanette Tillotson, Diana Lenzo (notetaker)

SBFA: Mike Lynch, Suzanne Shepard, Tim Skinner, Lisa Antalek, Julie Cooley, Dawn Graney, David M. Michalak, (Absent: Kristin Bensen, Julianne Martin)

Meeting Commenced at approximately 2:00 p.m.

Mike Lynch asked for clarification on some of the items in the College's proposal.

1. Item #1 Article 15 Sabbatical Leave, Paragraph 5: what problem are you trying to solve by changing the language so that faculty have to apply to their direct supervisor to get a sabbatical?

CL: We feel you need the support of your immediate supervisor. This is a "best practice."

ML: When you say "supervisor/dean" what does the slash mean?

CL: If they don't have a supervisor they will go to their dean.

2. Item #2, Article 19: Work Year: if this is deleted, how would we operate without these parameters?

CL: The faculty are professionals; they just need to get the job done. They don't need to be told a time frame.

3. Item #3, Article 23 Paragraphs 2 and 4 Health insurance: you are asking for a 20% contribution. That is an increase of nearly 5%. Why that amount?

CL: Projected expenses; we don't have the bill yet.

LA: We are hedging our bets.

4. Item #4, Article 23, Paragraph 5 Retiree health insurance: Your proposal is crystal clear. However, you don't have the premium rate once employees reach 65.

CL: We will get that from the college. The language in the contract was just included, so it's a very immature element in the contract.

5. Item #5, Article 28, Paragraph 8 Compensation: Are you intending that every classroom faculty hold specific office hours, or just adjuncts?

CL: It was not intended for adjuncts only.

Course level assessment: submit materials. FT faculty, and adjuncts welcome to do so.

Actual office hours are not specified.

6. Item #6, Article 28, Paragraph 10 Compensation: Why are you suggesting deleting the chairs minimum of 30 summer hours?

CL: As professionals it is expected that you stay until the work is done.

7. Item #7, Article 28, Paragraph 11 Compensation: Why are you deleting Assistant Librarian & Assistant Counselor from the table?

CL: They are Redundant: rates are calculated differently on p. 26

8. Item #10, Article 38 Load, Class Size Minimum and Maximum, Paragraph D, Section 1.10 “Under enrolled”: How do you interpret this language “Exceptions to the limit of five students may be approved in advance in writing by the VPAA or Dean”?

CL: This would enable Penny to allow a particular course to run. There have been deviations without the authority to do so. Penny could let a low clinical course run, for example.

9. Item #12, Article 38, Paragraph 9.12: 5 day limit for cutting courses: Why do you want to delete this??

CL: It is unfair. Not appropriate to the running of an institution.

PH: It is unfair to students because there is no chance to recoup.

CL: This is a very immature item in the contract—it is new.

- 10. Item #13, Article 40, Paragraph C.1.c Evaluation: You are saying there should be student evaluations of every course taught by every professor every semester? Why?**

CL: (Turns to Penny): Why wouldn't there be an evaluation of every class? Why shouldn't students be able to evaluate every product they pay for? Is there a reason they are not all evaluated? We admit the logistics may be tricky.

- 11. Item #14, Article 40, Paragraph C.3 What is the reason for the revision of faculty responsibility to include recruitment, etc.?**

CL: A more complete accounting of what administration looks for to grant promotion.

PH: Open House, for example.

- 12. Item #16 Article 42.C Vacant Positions: No one fits this category nor ever could.**

- 13. Item #17, Article 50: Property rights: what does this mean?**

CL: We will huddle and get back to you. It may be property rights. Just for faculty developed college owned courses.

ML: Are you seeking to own every product of our bargaining unit?

CL: Yes

14. Item #19, Appendix A: Why eliminate the 5 non classroom chair positions?

CL: Not all chairs are equal. Bio is better justified than LAD. The responsibilities are very different. Chairs are NOT traditionally for instructional support.

LA: Who would be the supervisor?

CL: The director. Chairs are redundant; directors do this work.

LA: What happens to those chairs currently in those positions?

CL: I assume they would go back to their previous duties. The responsibility adjustment would be eliminated.

LA: Their work is critical. They are the only ones who know what needs to be done.

CL: No one is saying that they will lose their jobs.

Colin Leonard stated: I can see lots of hard work and attention to detail and thoroughness went into this plan. Here are our questions.

1. Transfer from credit to contact hours for all classes:

Have you costed that out?

ML: We approached it from an equity perspective. We want to level the playing field. Contact employees work more to make load.

CL: Do you have the support of your members? I withdraw that.

CL: What do you consider the number of sections that would be needed for that?

ML: We would have to figure that out.

2. Article 38.H.: “Faculty determine minimum and maximum for all classes.” So you claim management has no role in this? What do you see is the ramification of this?

ML: This puts the decision in the hands of those responsible.

CL: Do you think that is an important consideration?

ML: Just class size.

CL: Do we care about the number of sections?

ML: Yes

CL: So considerations include employment, and amount of money.

Administration called for a caucus.

3. Article 38.M. New Hires: “upon the chair’s request”: so no management role?

ML: No

CL: So a grievance?

ML: No

4. Article 38.C.4. How did you arrive at 9 contact hours?

It matches up with the proposed cap on overload. JC explains

5. Article 51—Dental: CL indicated that Sully had asked Suzanne in 2019 for the Dental plans, and he still doesn’t have them. Mike Lynch will get them from Julie M. for him.

CL: What is the benefit to the College?

ML: They manage all the other bargaining units’ plans.

ML: With regard to costing things out: Can we get a common payroll document that both sides agree on? So we can cost things out together.

CL: Larry? We will pass along the most recent documents.

Administration asked for a caucus.

Reconvened at 3:32

CL: Followup comments:

- 1. Supervisor/Dean: some faculty do not have a dean (ex. ITS) so in that case the supervisor would make the determination**
- 2. Chairs: If remove them, it would simplify matters. There's a redundancy of responsibility with the directors. The chairs are relatively new—we just added one of them. Why are there different systems set up to do the same thing? We would transfer the duties of chair to the director.**

ML: Dean/chair

Director/Chair

- 3. Finance Document will be supplied**
- 4. Evaluation: Middle States commented that students didn't have a voice in their product they have invested in.**

Meeting concluded at approximately 4:00 p.m.

Respectfully submitted,

Suzanne V. Shepard, Ph.D.
President, SBFA