



Federation Local 3533 E-Board/Bargaining team Meeting Minutes

President: Michael Richmond

Date: 12/6/2012: 12-1pm: E137

Attendees: Jo Nelson, Michael Richmond, Doug Rupik, Cheyenne Roduin, Jim Howe, Nolan Koreski, Mikal Steinbacher, George Dalich, Jerry Peterson, Phil Snider, Heidi Shepherd

Topic: Approval of Agenda and Minutes from previous meeting [All]

Discussion: Michael asked for clarification on agenda item 5) Union Leadership. Agenda was approved. Meeting minutes from 11/30/12 approved with a typo correction

Action items:	Person responsible:	Deadline:
None		

Topic: Report from Bargaining Team [All]

Discussion: Bargaining team has begun the process of bargaining and begun working on a list of issues and concerns that both sides identified. The info so far is not for publication but can be discussed. The first meeting discussed workload. The team was tasked to create one, central list/criteria for moving forward on plan on workload issue (wait for notes from Phil) – these are general standards to consider. Team also identified that compensation issues and working conditions are to be looked at later. Team reserved the right to add issues to bargaining at a later date when needed. Committee working on hard issues first and easier issues will be fit in as they progress. Workload was close in last bargaining and was decided to revisit first. Committee has specific options to address workload - they favor a specific number of credits being a baseline with a cap on contact hours. Making workload equitable, not necessarily equalizing. Administration is interested in a change from 55 day quarter to 50 day quarter. No pay cut, no harm to faculty. Impact is to tech-aides for 15 days a year. Nothing in our contract prevents them from doing this already. This could be phased in over time. Administration wants to use this as a bargaining chip and we are willing to use it as one too. Another proposal is to go from 173 to 170 day year with same pay (full time annual contract). Questions/issues from administration to bargaining team included the mandatory use of LMS. It has been proposed by administration to add to contract language that faculty need to use some form of LMS or technology. Admin proposes that as student achievement is a measurable commodity, how can it be optimized? Making sure we optimize student contact by best/select teachers.

Action items:	Person responsible:	Deadline:
		5.8.12

Topic: Report from E-Board		[All]
<p>Discussion: All issues brought by part-time faculty are currently on the list for bargaining except seniority system, which should be raised. Brief discussion about what an “extraneous workload for part-time” entails. Mikal says administrative work that gets piled on. Some reporting is new and is not accounted for in time it takes and no pay for extra work.</p> <p>Allied health issues: team working on all issues except the tenured faculty from LWIT transferring tenure to other school. Not able to be bargained. More of a legislative issue.</p> <p>Multi-quarter contract being addressed.</p> <p>Michael brings back the idea of a top 3 issues for bargaining from federation via the E-Board. We would like more input from all faculty to help pick a top 3 issues that concern faculty so that it is more inclusive of all faculty in addition to bargaining team.</p>		
Action items:	Person responsible:	Deadline:
		5.8.12

Topic: Union Leadership		[All]
<p>Discussion: Heidi addresses the presidents’ lack of respect for faculty and how we have lost members due to his abrasive emails.</p> <p>George points out that we need to follow the rules of the by-laws about proceeding with leadership changes. George votes no as moving this issue to the general membership. Jim has concerns about the lack of democratic nature of how union has been run. Michael will not resign or step-down. Cheyenne poses a motion to begin section 7 of calling for a recall vote.</p> <p>4 no votes and 3 yes votes and 1 abstention.</p> <p>Current Union Leadership stands.</p>		
Action items:	Person responsible:	Deadline:
		5.8.12

Meeting Adjourned at 1:00PM.