

FULL-TIME FACULTY BARGAINING UNIT
Agreements
2006-11 Contract Negotiations

Items in bold are agreed-upon contract language

Duration:

This Agreement shall be in effect from September 1, 2006 through August 31, 2011. Provisions shall be applied retroactively wherever possible.

1.a., b.

Salary agreement and salary determination system for V-VIII and A/B faculty.
(See exhibit C)

e. Codify the process by which a new FT faculty member can confer with the Federation re: their initial salary (review the process for communications & exchange of information with College).

f. Add to promotion bonus language a legally acceptable option for those receiving the one-time promotion bonuses to donate all or part of their bonus to eligible charities. The designated amount would not be received as taxable income (See side letter).

i. Mistakes grievance:

Payment for Hitzenko and Murphey, verification of payment of Tagliareni
(See side letter)

2. a. Retirement incentive

(See language attached)

c. Include in FT contract the already-existing agreement that a FT faculty member who returns to work PT will pay no premium for health care for self and spouse

d. Create new Emeritus Status for faculty; add heading 'Emeritus Status' to contract (Art. XIII A.(10)(d))

Art. XIII.A.(10)

(d) Emeritus Status. Employees who retire (including early retirement) will be granted emeritus status which shall include the following perquisites upon request: College I.D. Card, library privileges, use of gym, mailbox, the right to maintain a College email address and Internet access, and the right to participate in commencement and academic processions. A retired Employee who wishes to teach part-time will be placed in a part-time teachers' seniority pool with four (4) units of seniority or the number of units, if any, earned by the Employee in the PT/VL bargaining unit, whichever is greater.

e. Long Term Care insurance – paid by Employee
(See side letter)

j. Accrual of vacation days by 12-month Faculty (C's, L's, LLab, Rank A)
(1) Include current provision (may accrue 46 days) in contract

Add to letter of agreement:

22. Payment for unused vacation will be made to such 12-month Employees who retire. **The maximum number of paid vacation days at separation is 46 days.**

k. Flexible Spending Accounts: to be available for parking charges (as now for administration)
(See side letter)

m. College to administer PT benefits
(See side letter)

n. Investment options in TIAA-CREF and Fidelity. (See side letter)

Healthy Lifestyles
(See side letter)

3.a Overload
3.62% per year as PT pool I classroom

5. Ratio; see IBB below

7. Technology
Article XVI.

A. (1) Within its capabilities, the Board will provide faculty office space for all full-time teaching Employees, and will provide secretarial assistance, telephones, office equipment, machinery, **and reasonable technical training and support on College-provided technology** to enable Employees to fulfill their professional assignments and duties. **Each Employee shall be provided, within the Board's capabilities but in any case before the expiration of this Agreement, with a separate telephone line and equipment set for use in his or her office. Faculty office space constructed or re-configured in the future shall consist of at least a completely enclosed space with a locking door. A Department may request that its offices not be so configured.**

Discounted Internet service
(See side letter)

(Agreement to continue dial-up for retirees.)

XIII. A. (10) (d)

8. Curriculum Coordinators
(See attached language)

10. c. Humanities class sizes in contract

12. b. Add new BHHS workload to contract

d. Correct the names of disciplines (VIII. A.)

e. Add new disciplines to VIII. A.

15. d. Informed salary adjustment

The Federation will be informed of each adjustment made in the salary of a FT faculty member as a result of a correction in salary, back pay settlement, etc.

17. Settlement Agreement on 12-month religious holidays and vacation accrual, including awarding of personal days

18. Parties shall agree on a Calendar for the years covered by this contract

Admin proposals:

Personnel file

Article XXXIX B: Except as otherwise required by law or agreed between the parties, all information relating to any Employee covered by this agreement shall be kept in one (1) official personnel file.”

Listserv

Effective _____ 2007, the College shall no longer be responsible for sponsoring the Federation email discussion list. The Federation will continue to have access to College systems to communicate Federation business to the bargaining unit.

Electronic posting IX. B. 2.

6. Ratio
(See language attached)

9. Health insurance

Customized C1F101 and existing KPOS customization, with no participation in premium payments. Retirees will continue to receive plan options under the 2001-2006 contract.

Customizations:

Mental health, both in and out of network, to be the same as current PC15 custom, as described on page 57 of the CBA

Out of pocket maxima to be 1500/4500

Injectable biotech drugs no co-payment in network

Chemo out of network 70%

DME/prosthesis 100% in network – 50% out of network

Diabetic equipment and supplies 100% in-network

11. Agree to limit eligibility to retirement health insurance benefits to ten years of service and age 60

Add to XIII. A. 5.

In order to be eligible for post-retirement health benefits, an Employee must retire from the College at the end of the academic year in which they turn sixty (60) or later with at least ten (10) years of full-time service at the College.

18. Resolve problems with step placement
(See form and language attached)

20. Calendar

Administration proposal of 3/5/07 on date of Professional Development Day.

Changes to Paragraph 3:

At the Main Campus, with the approval of the Department in which the course is offered, the College may offer course sections of different lengths than those set forth in Exhibit “B” on an experimental basis for a period of two (2) regular semesters, after which the Department and the College will conduct an assessment of the experiment based on mutually agreed-upon criteria which shall be established in advance. The Federation will be informed of such experimental offerings before they begin.

The decision to continue course sections of different length after the experimental and assessment periods will be a joint decision made by the Department and the College, and must have the agreement of the Federation, which shall not be withheld or delayed unreasonably.

Pending completion of the assessment, the course section(s) may continue for the subsequent regular semester.

If, after completion of the assessment, there is no agreement to continue the course sections of different length, such sections will no longer be offered and such sections already listed for subsequent semesters will be canceled.

This provision shall not affect the College's rights at locations other than the Main Campus, or previous agreements between the College administration and the Federation on course sections of different lengths.

23. Evaluation:
V.B. 2. in paragraph 3

The Department Head may, but shall not be required to, consult with the Dean in the development of such suggestions.

Agreements resulting from IBB groups

Ratio, see attached

Retirement incentive, see attached

Curriculum coordinators, see attached

Administration of Part-time health benefits, see side letter