



# PSCFA Bargaining Update

Contract Year 2011-2012

# Two Open Articles

- **Article 9: Faculty Working Conditions and Workloads**
  - Included in this article are OPA, the workload points system, and release time
- **Article 14: Leaves**
  - Included in this article are sick leave payouts and sabbatical leave

## PSCFA Proposals

- Remove requirement to schedule OPA, allowing faculty to flex it as necessary
- Increase the points associated with developmental, lab, collegiate high, and similar courses
- Add release time for ATE president

## BOT's Response

- NO
- Only if it can be done in a “dollar neutral” way. In other words, only if it doesn't end up meaning faculty get more pay
- Tentative agreement, but refusal to accept for this year.

# Article 9

## PSCFA Proposal

- Increase graduated sick leave payout, concluding with 100% for those with 30 years of more of service
- Rebuttal: Add another tier of payouts, increasing top payout to 60%
- Rebuttal: Add another tier of payouts, increasing top payout to 57.5% after 24 years of service

## BOT's Response

- We can't afford it.
- NO
- YES

# Article 14

## PSCFA Proposals

- Increase base salary by 5%
- Increase overload pay by \$2/hour across every category
- Change promotion increases to 3%, 4%, and 5%
- Begin paying faculty hired without full 12 years of experience credit \$600/year until they reach \$6,000

## BOT's Response

- Shocked silence
- More shocked silence
- How much would that cost?
- Yes, it's a problem, but would you rather have a pay increase for everyone or fix this issue?

# Article 15, Round 1

# Budget Workshop

- The fund balance is currently over \$15 million. \$10 million is unrestricted, can be used for raises and recurring costs.
- Of the \$10 million unrestricted, \$5.5 million comes from stimulus moneys which are being reported as spent on adjunct pay.
- 2010-2011 Contingency Funds: \$193,000 remaining. \$1.5 million budgeted for 2011-2012.

## PSCFA Proposals

- Increase base salary by 3%
- Leave overload pay as is
- Promotion increase still on the board
- Tie all increases to new hire base salary to equal raises to existing faculty base salary and the converse.

## BOT's Response

- “All we can offer you is 1%.”
- Okay
- Ignore
- We see that it's a problem, but we don't think that faculty's solution is correct.

**Article 15, second try**

## PSCFA Proposals

- Increase to base salary of 1% PLUS make the \$600 settlement permanent.
- Begin negotiations for 2012-2013 immediately with inclusion of a 3-year raise plan.
- Use contingency funds to fix compression issue.

## BOT's Response

- At first, 1%. Eventually, 1%, plus \$300, \$150 to appear in January. Refused to make retroactive to August.
- Will begin 2012-2013 negotiations in December.
- No, but we'll work on this with the full book open.

**Article 15 Final**