

The Communicator

An Open Letter to PJC's Board of Trustees

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For the past two years, PJCFA and the Board of Trustees' representatives have been bargaining non-stop as we try to hammer out an acceptable Collective Bargaining Agreement. Impasse was declared over the 2008-2009 CBA, ending in the imposition of the Board's language for Articles 9 and 15 on June 16, 2009. For the first time since PJCFA was certified as the faculty bargaining unit, the faculty failed to ratify the proposed CBA, which included the imposed language, by over 90%. Since then, the faculty have been working under the terms of the imposed language even though no contract has been ratified.

The College hired an out-of-town attorney to serve as Chief Negotiator for the BOT. Since September 2009, PJCFA has been doggedly attempting to negotiate the full contract. Although we established a calendar for bargaining which established bi-weekly sessions, to date we have met only four times: once each in September, November, January and February. All intervening bi-weekly sessions have been cancelled, usually at the last minute, by the Board's Chief Negotiator because of his

overburdened schedule. This situation demonstrates a lack of commitment to the bargaining process on the part of the Board of Trustees.

It is unreasonable of the Board to expect PJC's faculty to continue working under an outdated CBA indefinitely. Serious issues dealing with the promotion process and intellectual property rights, to name two, are being ignored. In these areas specifically, white paper committees consisting of three members of faculty and three members of administration collaborated to develop language for inclusion in the contract. PJCFA presented the language on intellectual property at the bargaining session in November. To date, the BOT's team has failed to respond. In fact, Mike Mattimore has responded to only one of the six articles which PJCFA has presented with substantive proposed language changes.

Because of the actions of the Board of Trustees' representatives, the faculty have the impression that the Board does not care about its interests and perhaps is even attempting to undermine the negotiating process. At every monthly

BOT meeting, the Board discusses the College's long-range plan for development, for the construction and expansion plans of the South Santa Rosa Center, for the purchase or lease of other lands to expand the College. However, during the same time period, the Board has not managed to get its negotiator to the table consistently to bargain. The faculty fails to understand how the Board can plan for multi-million dollar construction projects over decades but fail to attend bi-weekly bargaining sessions whose dates were agreed upon in November.

The Boards' failure to participate in timely bargaining indicates a real lack of interest in the faculty's working conditions and well-being. Is this really what the Board feels about the faculty? Are you really not interested in issues that affect the faculty, that impact faculty morale, that ultimately trickle down to our customers—our students? While the Board has praised faculty for their dedication and importance to the College, this praise has not been backed up tangibly. Actions speak louder than words.

Bargaining Update

By: Paige Anderson, Chief Negotiator

56%

**Percentage of
bargaining
sessions canceled
by administration**

As we discussed in the All College Day meeting, there have been four total bargaining sessions held to date for the 2009-2010 contract.

We met September 30, 2009, and agreed that all items which had been tentatively agreed upon during the prior year's bargaining would be brought forward. We also scheduled the next meeting for October 14, with the intent of holding bi-weekly bargaining sessions.

The BOT's representatives canceled that meeting, along with the rescheduled date, October 28.

In all, the BOT's reps have cancelled 56% of the scheduled meetings for this contract year, often with no notice or direct communication.

Of the six articles which PJCFA has presented with substantive changes, the BOT has responded to only one, not surprisingly denying all our proposed language.

We had hoped that the appointment of Mike Mattimore as the BOT's Chief Negotiator would facilitate movement on bargaining and improve the relationship between faculty and administration.

We see no evidence of any improvement.

Please attend the next scheduled meeting, March 17, at 1:45 in the Atwell Room. In an e-mail confirming the meeting, Dr. Gonzalez has asked that we remind you to "keep distractions to a minimum during bargaining. This includes talking, cell phones and other disruptions. This will prevent delaying the business of bargaining."

Please show up and be on your best behavior! We wouldn't want to delay bargaining anymore than the BOT's reps already have.

"In our profession, there are many things we can accomplish as individuals...but there are others we cannot accomplish alone."

Benefits of Membership

By: Charlotte Sweeney, Membership Chair

Who can benefit from membership in PJCFA? Anyone who is in the "bargaining unit." The bargaining unit is made up of all full-time PJC faculty members including those in DROP and phased retirement. This means that full-time instructional faculty in college credit, college prep, adult secondary, vocational credit, continuing workforce education, and adult basic education courses, as well as counselors and librarians are eligible for membership in PJCFA, the local chapter of United Faculty of Florida.

Each issue this column will provide information about the benefits of membership. Here's the first:

In our profession, there are many things we can accomplish as individuals: completing advanced degrees, writing lectures, teaching courses, advising students, doing research, writing scholarly articles and books. United Faculty of Florida (UFF) is the organization for higher education faculty and professionals in Florida.

But there are others we cannot accomplish alone: such as working to improve state funding for increased faculty salaries and benefits, working to improve the faculty's role in decision-making on campus, assisting in negotiation of collective bargaining contracts for over

18,000 professionals, protecting academic freedom and tenure, defending faculty rights, influencing the formulation of policy by the governing boards, working for legislation to improve the quality of education in our colleges and universities, and advancing academic excellence. Class load, equipment, salaries, professional advancement, instructional resources--- ultimately every decision that affects higher education faculty is either a bargaining issue or a political decision and involves UFF.

Won't you join the work being done by PJCFA and UFF? Contact Charlotte Sweeney, 484-2007, or csweeney@pjc.edu for a membership application.



Join

News Briefs

PJCFA Elections

PJCFA's Bylaws require that annual elections be held for officers, members of the executive board, and senators. If you are interested in serving as an officer or as serving as a representative on the Board, please contact Blaine Wall at kbwall@pjc.edu or at 484-1352.

Ballots will be distributed before spring break. Please be sure to cast your vote. The newly elected team will assume leadership on May 1.

Teaching Excellence Winners

Congratulations to the newest members of the Academy of Teaching Excellence: **Cena Harmon**, Health Sciences; **Jessica Petersen**, Biology; **Bobby Roberson**, Physical Sciences; **Carla Williams**, Secondary Education. PJCFA would also like to congratulate this year's adjunct winner, **Caroll Hobbs**, Developmental Studies, and this year's outstanding new faculty member, **Deborah McClintock**, Secondary Education. The outstanding faculty members were honored February 25th at the Golden Apple Awards,

along with the teaching excellence award winners from Escambia K-12. Julie Ruengert, Chair-Elect of the ATE, presented each new member with a golden apple award, as no administrative representative from PJC attended the event, despite being on the program.

The annual Teaching Excellence Dinner at PJC will be held at 6:00 p.m. on April 6. Please join us in celebrating teaching excellence!

All College Day Grievance

PJCFA is filing a chapter grievance covering the mandated use of seven hours of OPA for All College Day. Nothing in the CBA requires mandatory attendance at All College Day. Furthermore, the CBA lists multiple professional duties which may be performed during OPA hours.

As you're aware, last year we attempted to change the language concerning the scheduling of OPA. Our argument centered on the fact that OPA is fluid, changing week to week. Administration rejected our proposed changes, worried that we would not perform

our professional duties unless OPA was set in stone on our door schedules.

This year, when the administration wanted a better turn out for All College Day, it used our argument that OPA is fluid and changes to meet the needs of the college. However, OPA was only fluid during a three-week period surrounding All College Day.

This grievance is not over the value of All College Day. It concerns the administration's mandating of how we allocate our OPA.

For more information on the grievance, please contact Keith Prendergast, kprendergast@pjc.edu, or 484-1453.

Year-Round Pay

During last year's negotiations, PJCFA and administration agreed to a plan that would allow faculty members the option of being paid over 26 paychecks instead of 19 paychecks. The program is designed to help you budget for the summer. If you opt into the program, it will take effect in August 2010.

You should receive information about this option from Financial Affairs within the next few weeks. If you choose to opt in the program, you must remain in the program for an entire academic year.

Administrative Evaluations

Two years ago PJCFA conducted an evaluation of department heads and provosts. The results of the evaluations were shared with administration, and we were told that administration would begin conducting annual evaluations going forward. This year the administration did send out an employee satisfaction survey, not administrative evaluations; these surveys were designed for all

campus employees. Faculty members are evaluated by students and by supervisors, yet we're not given the opportunity to evaluate those above us. To remedy this, PJCFA will once again conduct administrative evaluations.

Within the next month you will receive an email with a link to the evaluation. You'll be

asked questions about your department head and about upper administration. Your identity will be anonymous.

Please take the time to complete this evaluation! Once again, the results will be shared with the individual being evaluated as well as with Dr. Meadows. Your comments may make a

difference!

On a related note, the Board of Trustees recently completed their self-assessment. According to the discussion that took place at the last BOT meeting, the results were very good. PJCFA requested a copy of the results weeks ago. To date, we have not received them.

The Debate Over Two Percent Continues

In our last edition of *The Communicator*, we shared that a PERC hearing officer had heard our Unfair Labor Practice (ULP) against administration concerning administration's refusal to arbitrate our two-percent salary grievance. The hearing officer ruled in our favor. Before the ruling could become final, the entire PERC Board—consisting of three individuals—had to sign off on the recommendation. They did

not. They sided with administration. PERC was supposed to determine whether or not there was just cause to go to arbitration; however, the decision issued addressed the grievance itself.

UFF believes that PERC acted inappropriately and has filed an appeal with the First District Court of Appeals in Tallahassee. We'll keep you posted on the progress of this grievance.

Upcoming Events

Thursday, March 11	Milton Faculty Luncheon
Tuesday, March 16	BOT Meeting at 5:30, BOT Room, Bldg. 7
Wednesday, March 17	Bargaining at 1:45, Atwell Room (Library)
Wednesday, March 24	Bargaining at 1:45, Atwell Room
Wednesday, April 7	Bargaining at 1:45, Atwell Room
Tuesday, April 20	BOT Meeting at 5:30, Milton Campus
Wednesday, April 21	Spring Picnic from 11:30-2:00, Bldg. 96, and Bargaining at 1:45, Atwell Room

Also look for a Warrington social in the coming weeks! Date and time will be announced via e-mail.

Pensacola Junior College Faculty Association

2009-2010 Leadership

President: Blaine Wall
English/Communications
Vice President: Cindy App, Ph.D.
Visual Arts
Secretary: Paige Anderson
Secondary Education
Treasurer: Janet Levins, Ph.D.
Biological Sciences
Contract Enforcement: Joyce Kaplan, Biological Sciences
Keith Prendergast, English

Executive Board

Rich Cacace Computer Science
Peter Falzone Mathematics
Paula Ingram, Ed.D. Developmental Studies
Richard Irvine Business
Keith Prendergast English/Communications
Kathleen Shelton-Lowe Secondary Education
Charlotte Sweeney, Immediate Past President, Library

UFF Senators

Paige Anderson; Cindy App, Ph.D.; Jennifer Brahier;
Carol Hemmye, Ed.D.; Charlotte Sweeney

FEA Delegates

Paige Anderson; Charlotte Sweeney; Blaine Wall

Bargaining Team

Paige Anderson, Chief Negotiator
Cindy App, Ph.D.
Jennifer Brahier
Joyce Kaplan
Keith Prendergast



