



The CMCFA Newsletter

Copper Mountain College Faculty Association/CCA/CTA/NEA

December 2016

President: Carolyn Hopkins; Vice-President: Melynie Schiel; Secretary: Colin Maclaughlin;
Treasurer: Jeff Haig; Part-Time Representative: Heidi Pieper

Faculty Association Meetings

CMCFA meetings are held periodically during the year immediately after the Academic Senate. Meeting dates and agendas will be sent out via college email.

5:00 pm Room 119

16-week Academic Calendar

For the 2017-2018 academic year the District will convert to a 16-week semester. An MOU was signed with the following provisions:

- 177 and 205 day contracts for full-time faculty will remain the same
- Continues 5 office hours per week for full-time faculty
- Continues 2 hours service to the district for full-time faculty
- Office hours for part-time faculty and summer session will be slightly extended in order to keep the same amount of compensation
- STRS requirement for full-time faculty will be met through 30 SIUs per academic year
- Flex shall remain 6 hours per day for full-time faculty and 16 hours per semester for part-time faculty
- District meetings shall be conducted Mon. – Fri. Any assignment of Saturday hours shall conform with the contract – by mutual agreement.

Negotiations for 2016

CMCFA and the District completed negotiations in Oct. Agreements included:

- 1% one-time bonus for full-time and part-time faculty based on their compensation for 2015-2016.
- Increased the full-time faculty salary schedule steps from 4.2% to 4.25%
- Increased maximum flex hours for part-time faculty to 16 per semester
- Created a \$14,000 fund for professional development – attending conferences/seminars etc. for full-time and part-time faculty; maximum amount for an individual faculty member \$1,600 per year

Future Negotiations & SB 1379

The California State Legislature passed, and Governor Brown, signed SB 1379. This new legislation mandates that community college districts meet with faculty representatives, in our case CMCFA, and set standards for reemployment for part-time faculty. CCA/CTA sponsored this legislation with the intent of creating minimum standards to help create job stability.

In spring 2016 the current Collective Bargaining Agreement is fully open for negotiations. At that time we will also begin a dialogue with the District about standards to meet SB 1379.

A survey for negotiations topics will be distributed spring semester. If you have ideas for negotiations topics you can contact one of the CMCFA officers.



Recent MOUs

- Compensation for faculty mentors – maximum 4 hours per month
- Compensation for duties under the Early Childhood Mentor and Child Development Training grants (\$5,700)
- Compensation for seminar (048) courses - \$150 per student, maximum of \$600
- Compensation fall semester for MUSD credit-by-exams
- Compensation for SLOACs (4 hours per week)
- Compensation for *Howl* (\$1,200)
- Splitting the compensation (3 SIUs) for the Academic Senate - President (2 SIUs) Secretary (1 SIU)
- Compensation for ASCMC faculty advisor (\$5,000 per year)
- Compensation for BSI Coordinator – 15 hours per week for 40 weeks
- Compensation for Tortoise Mitigation and Monitoring – 30 hours per month
- Alternative duties for two faculty members – compensated as SIUs

Alternative Flex

The District and CMCFA signed an MOU regarding alternative flex credit for the mandatory human resources online training courses. Credit will only be given for courses each faculty member is required to take.

Full-time faculty will get 60 min. credit for ADA and EEO training completed. Full-time and part-time faculty will get 60 min. credit for Child Abuse Awareness and FERPA training, 90 min. credit for Preventing Discrimination training, and 120 min. credit for Sexual Harassment Prevention training completed. For spring semester list the training(s) you have completed on your Flex Activities Sheet.

Association Reps. on District Committees

- Academic Calendar** – appointed as needed
- Budget Advisory** – Carolyn Hopkins
- College Council:** Carolyn Hopkins
- Employee Development Committee** - Brad Berger
- Equal Employment Opportunities** – Jane Abel
- Health & Welfare** – Kathleen Wahl
- Marketing** – Jim Brakebill
- Professional Development/Growth** – appointed as needed
- Safety** – Bruce Bridenbecker
- Salary Advancement** – Carolyn Hopkins
- Tech Comm** – Steve Parkin

Weingarten Rights

Weingarten rights are based on a 1975 U.S. Supreme Court ruling of *NLRB v. J. Weingarten* regarding the rights of unionized employees to have union representation at any meeting with a supervisor that is investigatory or could lead to disciplinary action. Union representatives can attend such meetings and can also assist and counsel employees, clarify or object to questions, and add information to support the employee's case. If you are contacted by your supervisor and a meeting is requested you have the right to know the subject of the meeting. You do not have to be a dues paying member of CMCFA for such representation. - excerpted from *California Educator*, Sep. 2009

Websites

The Collective Bargaining Agreement between CMCFA and the District is available on the college's website under the Faculty & Staff menu tab. Also on the website are past newsletters.

- CTA: www.cta.org
- CCA: www.cca4me.org
- CMCFA: www.cmccd.edu