



The CMCFA Newsletter

Copper Mountain College Faculty Association/CCA/CTA/NEA

May 2018

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

Part-Time Faculty Update

Reminder that if part-time teaching is your only income you are qualified to apply for EDD unemployment benefits after your last final exam of the semester. By law, the *Cervisi* decision, because you have no reasonable assurance of continued employment you are “unemployed” until you secure another teaching position at a future date and are therefore eligible for benefits. You can apply for unemployment benefits by calling 800-300-5616 or online at www.edd.ca.gov/eddhome.htm.

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.

Contract (CBA) Negotiations

The District and CMCFA will be negotiating over the summer. All items on the survey we sent out earlier this semester will be in our contract proposals, including COLA (2.71% is projected by the state), increasing salary steps to 4.54%, and an increase in the District’s 403(b) contribution. We will keep you updated via college email.

CMCFA Officers for 2018-2019

Next academic year the officers for CMCFA will be:

| | |
|------------------------|-----------------|
| President | Carolyn Hopkins |
| Vice-Pres. | Melynie Schiel |
| Secretary | Paul Friedt |
| Treasurer | Jeffrey Haig |
| Part-time Faculty Rep. | Heidi Pieper |

Thanks to the CMCFA Election Committee:
Dean Pieper, Cathy Allen and John Holley

Know Your Contract

ARTICLE XXXI: Part-Time Faculty Member Reemployment Process – Section 1, B
“Part-time Faculty members will maintain their original seniority date until there is a break in service of two academic semesters due to reasons in control of the Part-time Faculty Member. Circumstances which would not disrupt the seniority date include, but are not limited to, being bumped by a Full-time Faculty Member or class cancellation due to low enrollment.”

CMCFA recommends to part-time faculty that if you won’t be teaching for a semester or two for personal reasons that you notify your supervisor and Human Resources that you are *not* resigning and want to retain your seniority.

Tenure

Congratulations to the faculty who received tenure:

- LeeAnn Christensen – Mathematics
- Sheila Tyne - Nursing



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.

Compensation for Large Classes

For courses with over 40 students enrolled, full-time and part-time faculty shall receive additional compensation as follows:

- One SIU for enrollment of 41-50 students
- An additional one SIU for enrollment of 51-60 students
- Enrollment in courses will not exceed 60 students

The District shall obtain the consent of the Faculty Member assigned to the course before enrolling more than 40 students in a section.

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

CMCFA Representatives on District Committees

Academic Calendar – Andrea Armstrong
Budget Advisory – Carolyn Hopkins
College Council: Carolyn Hopkins
Equal Employment Opportunities – Krystal Avila
Health & Welfare – Kathleen Wahl
Marketing – Cathy Allen
Professional Development – Jeff Haig
Professional Growth – Katrina Chlebik & Vicky Velasquez
Safety – Bruce Bridenbecker & Jim Brakebill
Salary Advancement – Joe DeSantis & Melynie Schiel
Tech Comm – Steve Parkin

MOUs

The District and CMCFA have signed the following memorandums of understanding:

- Compensation for Chemical Hygiene Officer
- Compensation for K-12/CTE grants Coordinator
- Compensation for Tortoise Migration & Monitoring
- Compensation for Security Officer Training and Instructional Services agreements
- Compensation for BSI Coordinator
- Agreement regarding Dual Enrollment
- Compensation for training Curriculum Program Assistant
- Compensation for Basketball coaches
- Compensation for Coding Club
- Compensation for SLO Coordinators
- Compensation for Nursing Site Placement Coordinators
- Compensation for Child Development Training Coordinator
- Compensation for LRC coordination duties
- Compensation for Early Childhood Mentor Program
- Compensation to develop Emergency Preparedness Plan
- Change in evaluation schedule for multiple faculty
- Compensation for Distance Ed. Coordinator
- Compensation for additional students taking Independent Study