

PFF Negotiations Update meeting

Summary

For those faculty members who could not attend either of the two informational meetings last week here is a brief summary of what was discussed. First of all, I would like to thank the 50 or so faculty who could attend for being there and for offering your support, insight, and ideas. The meetings were conducted in two parts: the first part was a timeline summary of negotiations and the second part was a discussion of action to be taken. I will summarize the first part here. The PFF Executive Board will generate an informational letter on phases of action to be taken following the progress of this weeks negotiating session.

Negotiations Timeline Summary

(as brief as possible)

October 2006 - December 2006: non-monetary items discussed.

December 2006: PFF gets the District to release the 2006-2007 COLA

January-March 2007: non-monetary and monetary items discussed

April 2007: PFF uses the jointly agreed upon salary study to generate its compensation proposal. The proposal includes:

COLA for each of the remaining two years of the contract

FT matrix truncation from 40 steps to 25 (with additional longevity bonuses)

Salary correction so that ALL faculty are at a minimum of the 80th percentile

Equalized adjustments across columns and rows of matrix

PT matrix salary enhancement

PT office hour enhancement

Introduction of PT preparation pay

April – August 2007: District flat out ignores our proposal and refuses to offer a legitimate counter proposal - the stall has begun.

September 2007 (post plenary meeting): After the public pressure at the FT plenary session, the District offers a counter proposal which ignores all of our previous proposal language while offering very little including:

A two-tier FT matrix system: new hires would get paid less than current hires

A very small percentage of growth money should we show growth.

(subsequent November, 2007 Dowd financial update predicts no growth)

Faculty would also have to pay some of the Districts responsibility of STRS

Dismissal of PT prep pay and a reduction of previous minimal PT office hours

This proposal offered us ABSOLUTELY NOTHING and is considered regressive.

At the same meeting the PFF immediately countered the Districts proposal:

No faculty salaries should be tied to growth

We dismissed the notion of a two-tier matrix

We proposed COLA plus a modest flat rate percentage increase

September – January 2008: District, once again, flatly ignores our proposal, and refuses to offer a counter proposal. When pressed, Tortarolo says their latest counter proposal is a reiteration of their previous proposal.

That is NOT negotiating in good faith, as a matter of fact, that is not even negotiating.

We are NOT two sides butting heads on an issue. The PFF is dealing with a District that refuses to abide by state law and negotiate in good faith. Do NOT believe Bob Deegan when he offers to bring in a facilitator. We do not need a facilitator we need Bob Deegan to get his negotiating team to do their job, abide by the multiple state laws that they have violated and offer us a legitimate compensation counter proposal.

Bob Deegan claims he is doing all he can to move negotiations along but he cannot even get his chief negotiator to negotiate in good faith. On multiple occasions during negotiations we have clearly ascertained that both John Tortarolo and Bonnie Dowd have

knowingly misrepresented the facts. Since these actions violate multiple state laws we have either filed or are in the process of filing several Unfair Labor Practice charges against this District negotiating team. We will have our day in court and we will win, unfortunately legal proceedings take time – so their stall continues.

So while Bob Deegan sits on a \$32 million dollar stash - an \$18 million dollar ending fund balance and a \$14 million dollar secret Fund 69 stash, his negotiating team offers you absolutely nothing unless you make the college grow. I am not even counting the \$694 million Prop M money that was promised to, in part, take pressure off the general fund dollars and improve growth.

Now that Palomar College is the richest it has ever been, Bob Deegan has chosen not to share that wealth with you or our classified allies. His administrators are spending the money like there is no tomorrow but we are the ones left holding the bag.

For years the administration has asked us to take extra crashers, to scramble to open new sections and find faculty to teach them, to volunteer on endless committees, they have asked part-timers to hold office hours for free, to grade for free, to design their classes for free and to do all this without healthcare and job security. They have asked all of that with a promise that someday they will make it up to us.

At the All College Forum on Thursday, January 31st at 3:00pm, you will have the chance to tell President Deegan that today is the day that he pays us for all the hard work and commitment we have made to improve the quality of education for the students of Palomar College.

Please do not clap for Bob Deegan at the All Campus Forum on Thursday. He has done absolutely nothing to earn your applause.

In unity,

Roger