

PFF and District Settle Contract!

On Friday, May 12, the Palomar Faculty Federation and the District reached agreement on the final outstanding items of the contract re-openers.

In addition to negotiating favorable wording on the Leaves and Evaluations articles (Articles 9 and 17, respectively), establishing in contract language the Catastrophic Illness Leave Bank, and securing various perks for Faculty Emeriti, the PFF was also able to secure the following:

Sabbatical Leave

An increase in the number of faculty members who may take a sabbatical leave each semester.

Office Hours

Office hour pay shall be at a rate of \$45/hour, and it applies only to the 2006-2007 academic year. Should part-time instructors wish to be compensated for office hours, they must complete a form provided by (and yet to be designed by) the District. The eligible hours are on a sliding scale, as follows:

- One office hour per semester for faculty members teaching 3 or fewer units
- Two office hours per semester for faculty members teaching 4 – 6 units
- Three office hours per semester for faculty members teaching 7 – 9 units

Health Benefits

Under this plan, eligible part-time faculty members and the District will split (50/50) the premium for an HMO group plan to be selected by mutual agreement of the District and the PFF. This plan will be individual coverage only; no coverage will be provided for spouses, family, or dependents of the faculty member. The District has capped their total contribution at \$138,000, but any unspent remainder will roll over into the next coverage period. The six month coverage period will begin each October 1st and April 1st; application forms for coverage must be submitted to Human Resources no less than 10 days before the beginning of each coverage period.

Conditions for eligibility are as follows:

- Part-time faculty members must have completed a 50% load for four consecutive regular semesters.
- Part-time faculty members are not eligible for this plan if they are eligible for medical insurance coverage provided through Medicare, MediCal, the employment of a domestic partner or spouse, or their own current or former employment outside of the District.

The PFF will be providing more informational updates about these benefits as the details continue to be hammered out.

These negotiations mark the first time in the history of Palomar College that part-time instructors have received any form of health benefits. In upcoming negotiations, we hope to continue to improve upon these items as well as many others—including salary—that apply to all faculty.

Again, for those of you who have been both patient and supportive of the Negotiations Team's efforts, we humbly thank you and will continue to enjoy serving on your behalf.

The PFF Negotiations Team