



Faculty Association News

October 2011

Welcome

In an effort to communicate with all faculty members, we will be sending you this periodic newsletter. In an effort to "Be Green," we are only going to send it to you electronically with the subject line **Union**. If you do not want to read it, just hit that "delete" button!

Your Association Executive Board

- Gary Bergstrom, President
- Geoff Hagopian, Vice President/Secretary
- Kelly Hall, Treasurer
- David Acquistapace, Member-At-Large
- Anthony Tesch, Member-At-Large

Your Negotiating Team

- Steve Acree
- Doug Redman
- Maria Jasso

Meet your Association!

After a career in the healthcare industry, **Steve Acree** made a mid-life career change to enter the field of education and never looked back. He obtained a Master's degree in English literature from the University of Notre Dame de Namur, following which he came to COD, first as an adjunct and then as a full time teacher. He has been at COD for 11 years. Last year, Steve sat on the Association bargaining team, and this year he was appointed as lead negotiator for the team. Over the summer, he spent an intense week at UCLA, being trained by CTA for his new duties. Something that most people don't know about Steve is that he is an avid fan of bluegrass music. *****

While it was not **Doug Redman's** intention to go into the automotive field if he had it to do over again he wouldn't change a thing. After 4 years of auto in high school he worked at various places before land-

ing a job at a local Chrysler dealership as a technician. From there he was contracted to Chrysler as a technical training instructor at the Los Angeles Training center. He took an opportunity to improve his position with a job as a Technical Training Instructional Designer with Mitsubishi Motors North America and then with Kia Motors America. All of which helped prepare him for his current position as Assistant Professor of Automotive/Advanced Transportation; the job he loves most of all he has had.

Academically, Doug earned his AA degree in Automotive Technology from Fullerton College, his BA degree in Sociology from Cal State Fullerton and his Masters of Science in Instructional Design and Technology from Cal State Fullerton. At home he loves to collect, build and play with Lionel model trains, golf, and spend time with his family.

He is honored that he was asked to be part of the negotiating team in service to our collective bargaining unit. ***

Marianne Reynolds is an employee of the California Teachers Association who works with our local association on many issues including negotiations—she sits in with us at every bargaining session. She has been consulting with us since November 2005. Marianne started her education career as an 8th grade U.S. History teacher in Bellflower, California. She was active in her local teachers union as soon as she was a permanent employee, and after eleven years decided to take a position with the CTA as a Community College staff consultant. She currently assists fourteen local Community College associations in negotiations, grievance processing, and member representation. In her spare time she plays Scrabble and Words With Friends.

WHAT THE HECK DOES THAT MEAN?

Sunshining

SB 160 (1976), the Rodda Act, requires that both sides in California public school contract negotiations declare publicly which items they wish to open for a "reasonable time" before negotiations begin. This is called "sunshining." At COD, a "reasonable time" has been defined as two consecutive Board of Trustees meetings. The items are presented at one meeting and are open for public comment at the next one. Then the negotiations can begin.



Know Your Weingarten Rights

“If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. When the employee makes the request for a union representative to be present management has three options:

- (1) it can stop questioning until the representative arrives.
- (2) it can call off the interview or,
- (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to union representation (an option the employee should always refuse).”

Your Association Is on the Web @
<http://codfa.net/>

Negotiations Update

THE SUNSHINE CLUB

We'll be opening bargaining in December. As of now, here are the items we will open and the changes we will ask for.

The College of the Desert Faculty Association intends to open the following items:

- Article 24: Reduced Teaching Load with Full Retirement Credit

Bring the Article into compliance with California Educational Code.

- Appendix I: Load Banking Policies

Negotiate equal rights for all fulltime faculty members to bank the maximum number of 15 units.

- Appendix J: Released/ Reassigned Time and Stipends

Negotiate release time for Committee Chairs of the Academic Senate.

New Items

- Early Retirement Incentive

Negotiate an early retirement incentive for fulltime faculty.

- Tuition Waiver for Faculty/Dependents

Negotiate waiver of registration fees for classes taken through College of the Desert for full time faculty members and their dependents.

REGARDING COLA

Some of your comments on the survey asked us to “fight for COLA.” COLA is not just “a raise.” Officially, COLA (Cost

of Living Adjustment) is a budget item determined by the State of California. Our contract stipulates that we will get COLA, but we can get it only if the state funds it. To repeat: COLA is in our contract. We will get it if the state funds it, which is unlikely in these times. It is also unlikely that the other side will bring COLA to the table, but if that happens, we will fight for it.

From Marianne

“COLA is an amount determined in the state budget

annually. There is always a “statutory COLA” (that is determined following education code 42238.1) but then the state funds as much of the statutory COLA as the legislature determines possible... and that has been zero (actually it was less than zero in 2009-10) since 07-08.”