

From: Frank Wilson [mailto:frank.wilson@cgc.edu]
Sent: Monday, March 31, 2014 5:38 PM
To: dl-fac-all@memo.maricopa.edu
Subject: Meet and Confer Minute - March 2014

Faculty,

The following message will update you on the status of the issues being worked by the Meet and Confer Team this year. The process for addressing issues involves the following steps:

1. Identify the history and interests for the issue (i.e. scoping)
2. Identify data needed and analyze data
3. Brainstorm options
4. Determine which options appropriately address the interests
5. Identify a preferred option or options
6. Gather constituent feedback on the preferred option(s)
7. Draft policy language (as appropriate)

For most of the issues, we are at Step 6 - Step 7 (see below).

1. **Retain and Retrain Policy (RIF)** – We reached agreement on policy language and are seeking constituent feedback. We will finalize the policy language in our 4/21/14 Meet and Confer meeting. (Step 6 – Step 7)
2. **Salary inversion** – The solution to the inversion problem has been identified and costed out. The Governing Board was briefed on the issue during the March 25 Governing Board meeting. It is not yet known if the Governing Board will approve fixing inversion. If the Governing Board approves fixing inversion, a modification may be made to existing initial salary placement policy to prevent salary inversion from reoccurring.
2. **Pay rates and reassign time in Appendix C** – We have finalized policy language. (Step 7)
4. **One Year Only faculty positions** - We reached agreement on policy language and are seeking constituent feedback. We will finalize the policy language in our 4/21/14 Meet and Confer meeting. (Step 6 – Step 7)
5. **Salary system plus MFA salary placement** - The new salary system issue was deferred to the 2014 - 2015 negotiation year. We have not yet reached consensus on MFA salary placement but will discuss it again in our 4/21/14 Meet and Confer meeting. (Step 5)
6. **Evening/weekend/summer supervision** - We have finalized policy language. (Step 7)
7. **Service faculty ratio** - We have finalized policy language. (Step 7)
8. **Day/evening distinction** – We reached agreement on policy language for Division/ Department reassigned time, clerical support, and extended contract hours (D.5.1.1. and D.5.1.2.) and are seeking constituent feedback. We will finalize the policy language in our 4/21/14 Meet and Confer meeting. (Step 6 – Step 7)

Faculty Forums at the Colleges

Beginning on April 1, the faculty members on the Meet and Confer Team in conjunction with the Faculty Association leadership will be holding faculty forums at each of the colleges. During the forums, we will explain the proposed RFP changes and seek faculty feedback.

College	Date	Time	Location
Rio Salado	April 1, 2014	10:00 – 11:30	Yellow/Brown Rooms, Rio Conference Center
MCC		3:00 – 4:30	NU-101
EMCC	April 4, 2014	2:00 – 3:30	Estrella Conference Center
PC	April 7, 2014	2:00 – 3:30	Dome Room, Osborn Campus
SMCC	April 10, 2014	2:00 – 3:30	L-162
PVCC	April 11, 2014	10:00 – 12:00	KSC-1000B
SCC		2:00 – 3:30	SL-116
GWCC	April 14, 2014	2:00 – 3:30	SO-1330
GCC	April 17, 2014	2:30 – 4:00	SU-104
CGCC	April 18, 2014	10:00 – 12:00	CHO-110

Documents Available for Review

Several documents are now available for review on the Faculty Association website (<http://www.mccfa.wildapricot.org/Default.aspx?pagelD=1669245>) including the following:

1. *Retain & Retrain Loop Out Document #2*. Proposed policy language to replace current RIF policy
2. *OYO Policy Loop Out Document*. Proposed policy language to modify existing OYO policy.
3. *Division/Department Reassigned Time, Clerical Support, and Extended Contract Hours Loop Out Document*. Proposed policy language to modify existing policy for division/department reassigned time, clerical support, and extended contract hours.
4. *Salary System Discussion History*. Background on the Salary System issue that has been deferred to 2014 – 2015.
5. *Redlined 2014-2015 RFP, 3-31-14*. Draft version of the 2014-2015 RFP. This will be further refined in the April 21 Meet and Confer meeting.

The finalized RFP is planned to be presented to faculty for ratification in early May.

Frank Wilson
Faculty Meet and Confer Team Chair