

# Chabot-Las Positas Faculty Association (CLPFA)

## FACULTY FOCUS

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**General Membership Meetings**  
2007-2008  
*Chabot College, Room 1906,*  
*during College Hour*  
November 15

*Las Positas, Staff Lounge*  
October 31, 2:30 p.m.

#### Topics:

How to read your paycheck  
AND  
How to read your load sheet.

### AUTO PAY: WHY TIME SHEETS ARE A CONTRACT VIOLATION

*By Charlotte Lofft, FA President*

#### Historical Background

The FA and District knowingly agreed to the system of Auto Pay over Time Sheets for payment of Part Time faculty and for Full Time faculty who teach overload when Auto Pay was negotiated in 1995. I was a party to those negotiations; and I can attest that the negotiating teams were cognizant of the disparate amount of pay for faculty teaching on Monday/Wednesday as opposed to those teaching on Tuesday/Thursday. There are holidays on Mondays which are not paid to Part Time or Overload faculty who use Time Sheets. There are no holidays on Tuesdays or Thursdays (except Thanksgiving Day). Since Monday/Wednesday classes have several unpaid holidays, Part Time and Overload faculty teaching on those days were paid considerably less than their counterparts teaching Tuesday/Thursday classes that did not have any unpaid holidays with the one exception of Thanksgiving Day. The following Spreadsheet illustrates the differences between Auto Pay and Time Sheets for a Monday/Wednesday assignment if the faculty person is on Steps 4-8 of the Part Time Faculty Salary Schedule and is teaching either a four (4) unit course or a three (3) unit course.



Daylight Savings  
November 4  
*Don't forget to put your  
clock ahead an hour!*

### Drop Us A Line

All are welcome to respond – Faculty, Staff, Board of Trustees and Administrators. Let us know what you think or just share a thought. Sent a letter to the editor or newsletter submissions to: Charlotte Lofft, Chabot or Las Positas College, or email [cehlofft@comcast.net](mailto:cehlofft@comcast.net). Please remember that submissions on sensitive subjects may be subject to approval by the Faculty Association E-Board. If possible, please try to have newsletter articles on email.

Non-class days **Fall Semester Pay Differentials for a four unit lecture course steps 4-8**

Labor Day Monday M-W: 31 classes plus final = 32 meetings for 64 hours  
 Wed. before Thanksgiving T-T: 33 classes plus final = 34 meetings for 68 hours  
 Thanksgiving Day Auto Pay: unit value (4) times hourly lecture rate times 17.3  
 Veterans Day Monday

Step	Hourly Lecture Rate	M - W Time Sheet 32 days = 64 hours	T - T Time Sheet 34 days = 68 hours	Diff Bet. M-W T/S versus T-T T/S	Auto Pay Total	Difference Bet auto pay and M-W T/Se	Difference Bet auto pay and T-T T/Se
4	85.67	5,482.88	5,825.56	342.68	5,928.36	445.48	102.80
5	89.24	5,711.36	6,068.32	356.96	6,175.41	464.05	107.09
6	92.82	5,940.48	6,311.76	371.28	6,423.14	482.66	111.38
7	96.40	6,169.60	6,555.20	385.60	6,670.88	501.28	115.68
8	99.97	6,398.08	6,797.96	399.88	6,917.92	519.84	119.96

Non-class days **Fall Semester Pay Differentials for a three unit lecture course steps 4-8**

Labor Day Monday M-W: 31 classes plus final = 32 meetings for 48 hours  
 Wed. before Thanksgiving T-T: 33 classes plus final = 34 meetings for 51 hours  
 Thanksgiving Day Auto Pay: unit value (4) times hourly lecture rate times 17.3  
 Veterans Day Monday

Step	Hourly Lecture Rate	M - W Time Sheet 32 days = 64 hours	T - T Time Sheet 34 days = 68 hours	Diff Bet. M-W T/S versus T-T T/S	Auto Pay Total	Difference Bet auto pay and M-W T/Se	Difference Bet auto pay and T-T T/Se
4	85.67	4,112.16	4,369.17	257.01	4,446.27	334.11	77.10
5	89.24	4,283.52	4,551.24	267.72	4,631.56	348.04	80.32
6	92.82	4,455.36	4,733.82	278.46	4,817.36	362.00	83.54
7	96.40	4,627.20	4,916.40	289.20	5,003.16	375.96	86.76
8	99.97	4,798.56	5,098.47	299.91	5,188.44	389.88	89.97

The negotiating teams wanted to level the playing field and treat all Part Time and Overload faculty the same, thus avoiding the disparate treatment of faculty based on the days of their assignments. The District as well as Part Time and Overload faculty were interested in doing away with Time Sheets since they are very labor intensive for the faculty and staff. Auto Pay was mutually agreed upon as superior to Time Sheets for all these reasons.

In 1995 the Contract between the FA and the District was changed to include the following language. The relevant section of the Contract is Article 21F.4a, which states in pertinent part:

“Part-time (Adjunct) and Contract, Regular and Temporary unit members teaching overload shall be paid by the course, except for assignments as a counselor, librarian, instructor substitute, or team-taught courses, or courses where the catalogue hour-rating cannot be easily broken down in terms of contact hours required.”

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