



Chabot-Las Positas Faculty Association (CLPFA) FACULTY FOCUS



New MOU For Variable Flex Opportunity

By Charlotte Lofft, FA President

As you know, the Ed Code and the Contract require 175 mandatory Duty Days for the Academic Year. That means that we must put in 175 days of service to have a full year's service credit with STRS or PERS. If we fall short of the 175 day requirement, then our eventual retirement pension is adversely affected. (Note: Documented sick days count toward the 175 mandatory duty days for an Academic Year.

The Ed Code allows for 16 of those mandatory duty days to be in the form of Flex Days. A Flex Day is a block of 6 hours, considered a full day under the 175 day Academic Calendar, designated for employees to conduct staff, student, and instructional improvement activities pursuant to Title 5, Section 55720. (Contract Article 1C.4.f)

There are two kinds of Flex Days: Mandatory Flex Day and Variable Flex Day.

A Mandatory Flex Day is a day set aside for faculty to participate in programmed activities *in person*. They are conducted in lieu of instruction when scheduled at times that classes would normally meet. (Contract Article 29B.a)

Our Contract requires that 2 required Mandatory Flex Days be spent each year: one at Convocation Day and one at College Day. Thereafter, the Contract states that up to 6 additional Mandatory Flex Days may be scheduled at each college by mutual agreement of the College President and the respective College Staff Development Committee. (Contract Article 8C.1)

Additionally, the Academic Calendar Committee can create an Academic Year Calendar that has some embedded Variable Flex Days. This Academic Year there are 2 Variable Flex Days embedded into the Academic Calendar. You can earn them in a variety of ways, as discussed below, but you must earn them by June 30, 2014 in order to have completed the required 175 duty days for a full service year.

A Variable Flex Day is a requirement for full time faculty to complete 6 hours of improvement activities on the person's own time. One or more Variable Flex Days may be designated by the Academic Calendar Committee as part of the 175 mandatory duty days in the Academic Calendar. If so designated, faculty have to account for these hours spent in Variable Flex activities. It is possible to meet a Variable Flex activity by attending a class on either campus during non-duty times with prior consent of the instructor of record. (Note: No evaluation of the instructor is to occur as a result of this

2013-2014 CLPFA Officers

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Chabot-Las Positas Faculty Association
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class attendance.) A written report has to be submitted to the Dean to verify the Variable Flex activity. (Contract Article 29B.b) It is also possible to meet the Variable Flex requirement by doing other pre-approved things such as professional development continuing education courses or other activities.

A recent event at Las Positas College created the opportunity for faculty to work for six hours last February 8th, a Saturday, and a non-duty day. This event, called College Day, allowed faculty to work for six hours to introduce high school students and their parents to the college and its programs. The FA became aware of this event when the college personnel asked for faculty volunteers to staff it. The FA responded to this request by stating that faculty are really working on a non-duty day and as such need some form of compensation. We felt strongly that the faculty were not volunteers. We negotiated an MOU (attached) that allows faculty to receive Variable Flex Day credits for these types of activities. There is also a provision in the MOU that could allow the faculty to be paid at the "F" Hour rate of \$46.92/hour to perform these services if pre-approved.

It is important to realize that a Variable Flex activity has to be documented and reported to the State for the district to properly account for the person's completion of the requisite 175 mandatory duty days required for a full service year in STRS or PERS. *If we don't put in 175 days in a given Academic Year, then we don't get a full year of service credit toward our retirement.*

The Contract permits a lot of freedom in choosing a Variable Flex Day activity, but the activity still has to be documented with the records submitted to the State for the Variable Flex activity to count as a mandatory six hour duty day.

If you participated in the College Day at LPC on February 8th or if you have done other individual activities to qualify for a Variable Flex activity, be sure to have your Dean properly account for this work so that you are not shorted when the district files your service days with the State.

As stated above, we have 2 required Variable Flex Days this Academic Year. It is incumbent upon all faculty to be vigilant about doing two pre-approved six hour activities by June 30, 2014 in order to meet this requirement. Again, if you worked the LPC College Day you should follow up to be sure that this was properly documented so that you can claim a Variable Flex day for this activity.

Academic Calendar Survey Coming

By Charlotte Lofft, FA President

Colleagues:

The FA will soon be conducting a survey to determine if we should make some changes in our Academic Calendar.

Specifically, we want your input on the following:

1. Should we start the Monday before Martin Luther King Day so long as we end the semester a full week before Memorial Day?

This would shorten our Intercession break but would allow us to end the Spring Semester earlier. It might help our students compete for summer jobs. It might also allow Financial Aid to have more time to process checks before Summer Session classes begin. And, it would allow us to get off a week earlier to get started with our summer activities.



for

2. Should we schedule Spring Break half way through the Spring Semester regardless of the timing of Easter? We currently schedule Spring Break around Easter, which can result in very late Spring Breaks if Easter is late.

Historically the Academic Calendar Committee tried to link our Spring Break with Easter week so that faculty with children in K-12 might have a chance to be off when the children are off. Not all K-12 districts have the same Spring Break, so this practice was not always successful in coordinating the time off to be concurrent with that of our children.

An advantage of a Spring Break midway through the Spring Semester is that everyone would have a true mid-semester break. Also, we would avoid the potential for a very late Spring Break near the end of a semester.

The disadvantage would be that we would rarely, if ever, have the same break as our K-12 children.

Please consider these issues carefully before you vote. All faculty will receive ballots, not just voting members. This is proper in a ballot measure. You will be reminded of the ballot initiative by a prior email.

Thank you for your cooperation in this matter.

FA Union Dues Needs To Be Restructured

By Charlotte Lofft, FA President

Colleagues:

I recently did a survey of union dues with an emphasis on our local area. We came in second from the last, just behind Ohlone College, with respect to our dues structure. This is not sustainable as our legal fees continue to increase and our activism with respect to important legislative matters continues to escalate. We have had some very expensive legal matters, and expect more in the immediate future. We have spent upwards of \$5,000 on some recent matters and expect to spend more than that on some pending matters. We provide individual legal access to faculty who are facing charges of harassment or other disciplinary matters; this does not come cheap. Even if you think these sort of things won't happen to you, it is impossible to predict when you will need our services since false and/or gratuitous claims can occur to anyone. Or, you might be the victim of harassment yourself and need our individualized services.



Our dues are a bargain, but they are unacceptably low. As stated above, they are not sustainable. All faculty benefit from our services whether they are voting members or not, and it is unreasonable to expect the FA can continue to provide the extensive, in depth services we are known for without a proper dues increase that is proportional to one's salary.

The FA is currently involved in a study to determine how to best structure our dues in a fair and reasonable manner. When that study is completed we will seek a vote to increase the dues according to

the results of the study. Please review the table below to better realize the huge differences between our dues and those of our neighboring unions. I hope you will agree that we provide extensive, thorough, and professional services for a rate that is entirely too low and will vote accordingly when we seek a ballot measure on this matter.

Thank you for your consideration.

Survey of Local College Union Dues		
District	Full time dues	Part time dues
Cerritos	\$93.98/month	\$21.92/month
Chabot-Las Positas	\$47/month plus \$2/month to PAC	\$12/month No PAC contributions.
Cabrillo	1.17% of gross	1.17% of gross
Contra Costa	0.055% of gross (overload paid on Part time rate) plus \$2.50/month to PAC	0.35% of gross pay \$0.42/month to PAC
Foothill-DeAnza NOTE: Includes membership dues for FACCC.	0.60% of gross	0.45% of gross (is 75% of FT rate)
Marin	\$118.14/month	Unaware
Ohlone	\$360/year	\$20/year
Peralta	1.61% of gross	Extremely complex. Differently rated for various services.
San Jose	1.4% of gross	1.4% of gross
San Mateo	1.2% of gross	1.2% of gross
San Francisco	1.26% of gross	1.26% of gross
Santa Rosa NOTE: Includes membership dues for FACCC.	0.74% of gross	0.74% of gross
West Valley Mission	1% of gross	0.5% of gross

FA General Meeting Dates

LPC: April 30th 2:30 – 4:30 PM Place TBA

Chabot: March 18th 12:00 – 1:00 PM Place TBA

Chabot: April 29th 12:00 – 1:00 PM Place TBA

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION

February 4, 2014

The Faculty Association and District agree to the following:

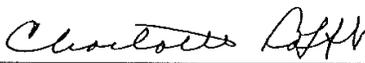
Article 10 of the Agreement between the District and the Faculty Association shall include the following language:

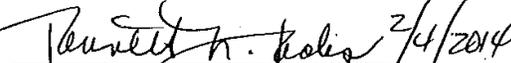
Article 10H

If solicited by the administration, unit members are not required to participate in college activities outside of the required duty days defined in the Academic Calendar.

Unit members who choose to participate in non-social college activities outside of required duty days shall receive Variable Flex Day service for their time. Examples of such non-social college activities include programs offered on a weekend or during a break in the Academic Calendar where faculty service is needed. Said Variable Flex service shall be credited pursuant to the time the unit member performed the service. (See Article 29B.b for Variable Flex Days.)

If a unit member has already earned his/her Variable Flex Day service for the given Academic Year, or if there is no Variable Flex Day in that Academic Year's Calendar, then said unit member shall be compensated at the "F" Hour rate stated Article 21G.2. It is understood that prior management approval is needed to qualify for "F" Hour compensation.

 2/4/2014
Dr. Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association

 2/4/2014
Dr. Jannett M. Jackson, Chancellor
Chabot-Las Positas
Community College District



2015-2016 Academic Calendar

Fall 2015

Thursday	August 13	Convocation Day
Friday	August 14	College Division Day
Monday	August 17	Classes Start
Monday	September 7 ¹	Labor Day Holiday
Monday	November 9	Veterans' Day Holiday
Wednesday – Friday	November 25-27 ¹	Thanksgiving Holiday ¹
Friday	December 11	Last Day of Instruction
Saturday	December 12	Saturday Finals
Monday	December 14	Finals
Tuesday	December 15	Finals
Wednesday	December 16	Finals
Thursday	December 17	Finals
Friday	December 18	Finals
Saturday	January 2, 2016 by 11 p.m. via Internet	Grades Due

Spring 2016

Monday	January 18	Martin Luther King Holiday
Tuesday	January 19	Classes Start
Friday – Monday	February 12 – 15 ¹	Presidents' Weekend Holiday ¹
Monday – Saturday	March 28 – April 1	Spring Break
Friday	May 20	Last Day of Instruction
Saturday	May 21	Saturday Finals
Monday	May 23	Finals
Tuesday	May 24	Finals
Wednesday	May 25	Finals
Thursday	May 26	Finals
Friday	May 27	Finals
Monday	May 30	Memorial Day Holiday
Wednesday	June 1 by 11 p.m. via Internet	Grades Due

¹No Saturday classes.

Plus One Variable Flex Day for Faculty

Summer Window Period: Monday, June 13 to Thursday, August 4, 2016
Monday, July 4, 2016 Independence Day Holiday
Grades Due: Sunday, August 7 by 11 p.m. via Internet