



What Has The FA Done For You Lately?

By Charlotte Lofft, FA President

Several matters come up lately involving the District Office. I am pleased to report that progress has been made and that the appropriate District Office staff has cooperated. Here is a brief synopsis:

1. Placement of Part time faculty in their chosen retirement system.

The law requires that all Part-time faculty be given a Right of Election as to a retirement system of their choice. The choices are: STRS Defined Benefit Program, STRS Cash Balance Program (a Defined Contribution Program) and Social Security

It appears as if about 50% or more of the existing Part-time faculty may not have been given this Right of Election and instead were placed into the STRS Cash Balance Plan by default. This is important as the Cash Balance Plan is a Defined Contribution plan, which is a significantly different type of plan from a Defined Benefit Plan.

The FA is working with the relevant District Office staff to determine which Part-time faculty are involved and to notify them of their choices. You may contact me if you have individual questions (clofft@chabotcollege.edu).

Information on the differences between Define Benefit and Cash Balance plans can be found at the CalSTRS website: www.calstrs.com

2. Step Placement On The Part-time Salary Schedule for Full-time Faculty Doing Overload.

The FA did a Demand for Information Letter in July, 2014. Thirty-two Full time faculty were reviewed after the summer mailing went out asking all Full-time faculty teaching overload to let us know if they were concerned about their placement on the Part-time Salary Schedule.

The FA recently learned that thirty-two Full-time faculty were reviewed. Twenty of them were ok all along. Five have been adjusted to date and notified by the FA. Seven need adjustments and were notified by the FA.

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Dave Fouquet, Debbie Fields,
Charlotte Lofft, LaVaughn Hart,
and Zac Walsh (Part-Time
Representative)

3. Part-time Faculty Doing Multiple Jobs in the District: Placement in the Proper Retirement System.

By way of background, there are several possible retirement systems:

- STRS Defined Benefit for instructional, counseling, librarian, special assignment faculty.
- STRS Defined Contribution (Cash Balance) for instructional, counseling, librarian, special assignment faculty.
- PARS for someone employed on a stipend.
- PERS for Classified Professionals
- Social Security

Hence, our Part-time Faculty were occasionally placed in the wrong retirement system. The FA did a Demand letter in July of 2014. We recently learned that 13 Part-time faculty were reviewed. Two are awaiting STRS retroactive approvals. The FA has notified the 13 of their status.

4. Pay By The Course to Part-time and Full-time Faculty Teaching Overload

The Contract requires all Part-time work done by faculty to be paid by the course unless it falls within a specific defined contract exception.

The FA became aware of an issue whereby this Contract provision was not followed and did a Demand Letter in July, 2014. We recently got the results.

Twelve situations were reviewed. The FA has notified the affected faculty. One affected faculty person has passed away, and the FA has notified the District that his estate has to be paid what is due him.

5. Placement of Part-time Faculty on the Part-time Faculty Salary Schedule.

The FA did a Demand Letter in October of 2014 asking that all Part-time faculty hired since 2013 be evaluated for placement on the Part-time Faculty Salary Schedule. The results were provided recently.

Approximately 95 Part-time Faculty were reviewed. Twenty-eight were misplaced and either have received adjustments or will receive them. The FA has sent letters to all 28 affected Part-time faculty.

The FA is working with the District on the following other issues. The District is cooperating with us.

6. Contracts for Categorically Funded Faculty.

We are advised by our legal counsel that the Community College Chancellor's Office requires these contracts for categorically funded faculty so as to avoid potential problems with the 67% Law.

7. Negotiations and/or follow up of the following based on prior and/or current faculty issues:

- a. Stalking and/or Harassment
- b. Retiree life-long medical and implications for retirement date.
- c. Placement of newly hired Part-time faculty on the Seniority List.
- d. Instructional faculty rights when a DSPS student is placed in his/her class.
- e. FA dues deductions.
- f. Emeritus faculty teaching upon retirement.

As stated above, the District Office has cooperated with the FA in all of these matters and is continuing to do so.

Retirement Plan Deferral Limit Increases in 2015

Oct 23, 2014 --- The Internal Revenue Service (IRS) announced cost of living adjustments affecting dollar limitations for retirement plans, as well as other retirement-related items for tax year 2015. ---

The elective deferral (contribution) limit for employees who participate in 401(k), 403(b), most 457 plans, and the federal government's Thrift Savings Plan is increased from \$17,500 to \$18,000. The catch-up contribution limit for employees aged 50 and over who participate in 401(k), 403(b), most 457 plans, and the federal government's Thrift Savings Plan is increased from \$5,500 to \$6,000.

Effective January 1, 2015, the limitation on the annual benefit under a defined benefit plan under Section 415(b)(1)(A) remains unchanged at \$210,000. For a participant who separated from service before January 1, 2015, the limitation for defined benefit plans under Section 415(b)(1)(B) is computed by multiplying the participant's compensation limitation, as adjusted through 2014, by 1.0178.

The limitation for defined contribution plans under Section 415(c)(1)(A) is increased in 2015 from \$52,000 to \$53,000.

The annual compensation limit under Sections 401(a)(17), 404(l), 408(k)(3)(C), and 408(k)(6)(D)(ii) is increased from \$260,000 to \$265,000.

The dollar limitation under Section 416(i)(1)(A)(i) concerning the definition of key employee in a top-heavy plan remains unchanged at \$170,000.

The dollar amount under Section 409(o)(1)(C)(ii) for determining the maximum account balance in an employee stock ownership plan subject to a five-year distribution period is increased from \$1,050,000 to \$1,070,000, while the dollar amount used to determine the lengthening of the five-year distribution period remains unchanged at \$210,000.

The limitation used in the definition of highly compensated employee under Section 414(q)(1)(B) is increased from \$115,000 to \$120,000.

The dollar amount under Section 430(c)(7)(D)(i)(II) used to determine excess employee compensation with respect to a single-employer defined benefit pension plan for which the special election under Section 430(c)(2)(D) has been made is increased from \$1,084,000 to \$1,101,000.





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