

NEWSLETTER

LOCAL 2026, AMERICAN FEDERATION OF TEACHERS, AFL-CIO
 1700 SPRING GARDEN STREET, PHILADELPHIA, PA 19130 Dan Medio, Editor

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NEGOTIATIONS UPDATE AS OF JUNE 30, 2006

by *Karen Schermerhorn and John Braxton*

As of June 30, 2006, the following is the status of contract negotiations:

- Interest Based Bargaining (IBB), which began in April, 2006, has been continuing. Topics being discussed in IBB include:
 - calculation of the FT/PT ratio
 - Professional Development for FT, CE, and PT/VL Units
 - College administering of PT faculty medical benefits plans
 - Pre-Retirement Workload Issues
 - Retirement Incentives to save money for the College
 - Curriculum Advising

Sub-committees on each of these IBB topics will be meeting during the summer months.

- On June 22, 2006, the three Federation teams and the administration's teams exchanged traditional contract proposals. Federation proposals are available on the Federation's web site, aft2026.org. The administration's proposals are stated in very general language and few details are now available on exactly what the administration is seeking. More details will become available in the Fall. Meanwhile, sub-committees will be meeting on two additional topics:
 - Health Care Cost Containment
 - Curriculum Coordinators
- The Negotiating Teams will be reporting to their bargaining units on the status of negotiations at the beginning of the Fall semester.

- The FT and PT/VL Units are requesting time for bargaining unit meetings on Tuesday, August 29, 2006, from 1 – 2 PM. The Classified Employee Bargaining Unit’s meeting time has not yet been set.

Those who have worked at the College for many years will recognize that negotiations are proceeding in a different manner than in the past, largely because the parties decided to employ Interest-Based Bargaining on a few key issues at the beginning of the process. We are hopeful that, by combining IBB with the traditional negotiations process, we can more easily come to agreement on three new contracts.



FEDERATION HOLDS SECOND STRATEGIC PLANNING SESSION

by Karen Schermerhorn and John Braxton

Twenty-nine members from all three bargaining units spent Friday, June 23, 2006, in a second Strategic Planning session. The Federation has been approaching what are expected to be difficult contract negotiations by using the methods of strategic planning.

Work on June 23 focused on identifying Federation goals in the contract negotiations; discussing possible strategies for winning these goals; reviewing a variety of appropriate tactics; and identifying possible ways of staffing a campaign to achieve these goals.

Facilitating the sessions was Mark Richard, J.D., president of AFT Local 4253, United Faculty of Miami-Dade College, with long experience as a strategic planner for a variety of unions, including those in education (higher education as well as K-12) and the airline industry.

The Representative Council and General Membership will be given a report of these sessions at meetings at the beginning of the Fall semester.



NOTES FROM THE EDITOR

You could call this the “no real news is good news” issue of the Newsletter if you were an optimist. A pessimist might call this the “calm before the storm” Newsletter. Whatever your perspective may be on the upcoming school year, the summer is for many of us a time to put aside our day-to-day worries and go into “vacation mode”. The recent heat wave has even made it hard for some of us to concentrate on those summertime projects we swore we’d tackle so that we would be ready for the fall (I keep telling myself, “no, really...today’s the day I start my culminating Masters project).

Well, make no mistake about it...those in charge of your negotiations have been hard at work while we play. The college administration and the Faculty Federation are on a collision course for some interesting times this school year. This time, our negotiators have implemented some interest based bargaining strategies in order to ease the grief that everybody experiences when hammering out collective bargaining

agreements. Time and good faith in negotiations will tell if these “win-win” proposals will mean a fair and equitable contract for all, or lead us to a strike.

In the meantime, I encourage all of you who take the time to read the Newsletter to be more involved in your bargaining unit this year. Write or phone your city and state representatives and let them know that they have an obligation to provide the necessary funding for our school. And please, attend any meetings of your particular bargaining unit and keep informed! Most of all, keep the students of our community informed. They serve as an essential ally in the negotiating process.

Enjoy the rest of your summer. The new school year will be here before you know it. As always, the Newsletter will be here to keep you informed of any major happenings.

See you in the hallways!

Dan Medio

The next issue of the Newsletter will be September 2006. Please send all submissions to: danno1263@aol.com or dmedio@juno.com by 12 noon on **September 1, 2006**

ADMINISTRATION VIOLATES FULL-TIME/PART-TIME RATIO AGAIN; ARBITRATOR MAKES INTERIM RULING

*by
John Braxton and Karen Schermerhorn*

On May 18 the Administration released the report on the full-time/part-time ratio for Spring 2006, showing that they have again violated the 60/40 ratio provisions

of the Full-time faculty agreement. In Spring 06 the Administration was 17 sections short of the required number of sections taught by Full-time faculty plus Visiting Lecturer faculty. This is the sixth consecutive semester and the 8th out of the last nine semesters in which the Administration has violated the ratio. The total accumulated ratio deficit since Spring 2002 is 329 sections.

Never before has any administration so flagrantly violated the ratio provisions of the collective bargaining agreement. In each of the three ten-semester periods from Fall 86 through Fall 2001 the previous administrations achieved a surplus of full-time sections required by the contract. The Administration under Stephen Curtis and Judith Gay, however, has apparently turned its back on any serious effort to meet the ratio requirements. If the Administration had been willing to hire an average of ten additional visiting lecturers or full-time faculty during the recent eight semesters in which there was a ratio deficit, there would be no ratio deficit today—and there have been plenty of faculty already qualified on the Visiting Lecturer seniority list waiting for visiting lecturer assignments. Instead of making a serious attempt to meet the ratio requirements, the Administration has chosen to drag out the arbitration procedure as long as it could.

Arbitrator Steven Wolf had previously ordered the Administration to cease and desist from further ratio violations and to erase the entire ratio deficit by the upcoming Fall 06 semester. In a separate ruling arbitrator Wolf has repeated that the Administration is liable for its continued ratio violations despite his order, but Wolf separated the penalty

for the liability into two time periods. For the Spring 2002 through the Spring 2004 semesters, Wolf has ordered the Administration and the Federation to submit to him their final plans detailing what will happen if the ratio deficit during that period is not erased by Fall 06. For the deficits that accumulated during the Fall 04 through Spring 06 semesters, additional hearings will be scheduled. The Federation will be attempting to schedule these hearings as soon as possible.



HIGHLIGHTS OF JUNE 13, 2006 REPRESENTATIVE COUNCIL MEETING

by Karen Schermerhorn

At its meeting on June 13, 2006, the
Representative Council

- approved the report of the **Elections Committee** in the special election for **Classified Employee Co-Chair**, in which **Eric Massenburg** was elected. The election was held as a result of the resignation of CE Co-Chair Denis Michalski;
- Approved a motion to file an **Unfair Labor Practice charge**, should it become necessary, on the administration's contracting out of CE work in the area of **Marketing**;
- Passed a motion to file an **Unfair Labor Practice charge** on the administration's failure to bargain over **changes it made in sick leave and other benefits** that affect all three bargaining units;
- Voted to take to arbitration, should it become necessary, the case of a **FT faculty member who was offered a fourth contract but who was not then appointed to Rank VI, Assistant Professor**, as provided for in the FT contract;
- Voted to take to arbitration, should it prove necessary, the case of **Cassandra Lee**, who was fired in violation of the provisions in the CE contract;
- approved the following Federation **delegates and alternates for the following Committees:**
 - **Standing Committees and IWC:**
 - Institution-Wide Committee: Delegates: James Cochran, Bridget McFadden, David Prejsnar, Pascal Scoles; Alternate: Gary Mullin;
 - Academic Affairs Committee, Sub-Committee on Academic Support: Delegates: Betsy McCoubrey, Melanie Morningstar, Cynthia Walls, Mary Ann Yannuzzi; Alternates: Ellie Cunningham, Charlene Leaver, Carmen Serrano;
 - Academic Affairs Committee, Sub-Committee on Curriculum: Delegates: Carmine Esposito, Rosemary McAndrew, Deborah Rossi, Alison Tasch; Alternates: Elaine Atkins, Lorraine Barber, Kathy Harter;
 - Business Affairs Committee: Delegates: Judy Davidson; Robin Krefetz; Denis Michalski; Eric

- Massenburg; Alternates:
None;
- Student Affairs Committee: Delegates: Christine Coppa, Nicole Duncan-Kinard, Carol Jewett, Melissa St. Pierre; Alternates: None;
 - Technology Coordinating Committee: Frank Bartell, Arnold DiBlasi, Jae Fisher, Steve Jones, Kelly McQuain, Noelia Rivera-Matos, Karen Schermerhorn, Betsy Shiland.
 - **Judicial Hearing Committee**: Maria Daniel (Justice), Carol Jewett (Library), Deborah Rossi (Medical Assisting), Carmen Serrano (Counseling);
 - **Student Appeals Committee**: Susan Oreowski (Nursing), for a term beginning 9/06; Lisa Handler (Social Sciences), for a term beginning 1/07; they join Lawrence MacKenzie and Nicole Duncan-Kinard, who are already Federation delegates on the Committee; Alternates: Susan Abrams, Carolyn Bartsch, William Love; and
 - **College-wide Health and Safety Committee**: Delegates: Robin Krefetz, Theresa Marsh, Denis Michalski, James Murtha, Carline Rucker, Mary Ann Yannuzzi; Alternates: Ola Bailey, Nicole Duncan-Kinard, Eric Massenburg, Margaret Stephens.
- approved a **Federation statement on the Trailer (10-week semesters)** which urges anyone who plays any part in helping students select their schedules (Counselors, advisers, et al.) to speak with students about the difficulty of completing successfully courses that are less than 15 weeks in length;
 - approved a motion that the officers write Judith Gay, Vice President for Academic Affairs, proposing that certain features of the **agreement between the Federation and administration on the 10-week semesters** be included in a new agreement, e.g., strict enforcement of the limit on the number of courses that a probationary student may take, as in regular semesters; no developmental courses are to be taught; and limit on number of sections to 30 per semester;
 - endorsed **Health Care Action Day**, sponsored by **Jobs with Justice**, to highlight the strike of workers at the **Tinius-Olsen Testing Machine Company**, who refused to pay a 325% increase in their health care costs and were subsequently locked out of their jobs;
 - voted to make a contribution of \$225 to support the **Labor Day Parade**; and
 - approved making a contribution of \$100 to the **Keystone Research Center**, a labor-oriented think tank with offices in Harrisburg that is now celebrating its 10th anniversary (the KRC was the first to publish a study on the number of part-time faculty in colleges and universities in Pennsylvania).



**HONOR ROLL OF PARTICIPANTS IN
THE MAY 23, 2006 CCP HIGHER
EDUCATION DAY TRIP TO
HARRISBURG**

by Evan Seymour

Twelve groups of Community College of Philadelphia faculty, staff, and students visited the offices of the entire Philadelphia delegation of Senators and Representatives in the Pennsylvania Legislature on Tuesday, May 23, 2006. Talking with the legislators and their staff members, these CCP lobbyists encouraged the senators and representatives to continue (and increase) financial support for Pennsylvania's fourteen public community colleges.

Visiting Senator Vince Fumo's and Representative Dwight Evans's offices were CCP President Stephen Curtis and Vice President for Communications and Government Relations Lynette Brown-Sow.

FSFCCP Co President Karen Schermerhorn and three newly-elected Student Government Association officers, Salat Saunders (President), Joseph Heard (Vice President), and Andre Giles (Parliamentarian) visited the offices of Senator Christine Tartaglione and Representatives Larry Curry and Cherelle Parker.

Faculty and Staff member Susan Tobia and Honors graduate Megan Foley visited the offices of Senator Leanna Washington and Representatives William Keller and George Kenney.

Steve Katz of the History Department and student Angelique McCoy visited the offices of Senator Vincent Hughes, Representative Susan Cornell, and House Speaker John Perzel.

Co Chair of the Classified Bargaining Unit Cynthia Reid and students Ron Gaskin, Melanie Goldberg, and Louise Whitaker visited the offices of Senator Michael

Stack and Representatives Marie Lederer and John Sabatina.

Full Time Faculty Bargaining Unit Co Chair Frank Bartell and student Carla Johnson visited the offices of Representatives Kathy Manderino, Curtis Thomas, and Ronald Waters.

English Department member Barry George and students Mark Henderson, Chu Lao (SGA member), and Victor Smith (Past SGA President) visited the offices of Senator Shirley Kitchen and Representatives Mark Cohen and James Roebuck.

TRIO Project Director Marline Paramour visited the offices of Senator Anthony Williams and Representatives Harold James and William Rieger.

Suzanne Kalbach of the English Department and *Student Vanguard* staff member Wendy Destin visited the offices of Representatives John Meyers, Rosita Youngblood, and Angel Cruz.

English Department member Gary McNulty (joined by Steve Katz and Angelique McCoy) visited the offices of Representatives Michael McGeehan, John Taylor, and Thomas Blackwell.

Alan Gasior of the History Department and staff member Suzanne Myers visited the offices of Representatives Jewell Williams, Babette Josephs, and Louise Bishop.

Monique Evans-Wescott, Special Events Coordinator (who coordinated this event) staff member Anthony Twyman and students Donald Gleplay and Iwanka Kultschykyj visited the offices of

Representatives Frank Oliver, Robert Donatucci, and Dennis O'Brien.

Leading the Monday Prep Session for Tuesday's trip was Vice President Lynette Brown-Sow. Evan Seymour and FSFCCP Secretary Ruth Baker constructed the visiting schedule. AFT Pennsylvania's Director of Government Relations Pat Halpin Murphy greeted the CCP delegation in Harrisburg. CCP professional photographer Dennis Gingell recorded the occasion, along with a flock of amateurs.



INTEROFFICE MEMORANDUM

TO: College Faculty & Staff
cc: Dr. Curtis

FROM: Jack Muraskin

DATE: June 22, 2006

**RE: College Change of Drug
Administrator/Plan**

This letter is intended to address concerns about the College change of drug administrator from Caremark to Medco by clarifying past and present contractual procedures for obtaining medications through the College drug benefit program. Immediately prior to the switch to our present plan administrator, the College drug prescription plan was administered

through Independence Blue Cross. IBC sub-contracted actual day to day administration to Caremark. The contractual requirements of the drug benefit plan, set forth by the College and agreed to by the Federation through collective bargaining, enabled a member to purchase up to a maximum 34-day supply of a prescribed medication at a participating retail pharmacy. One co-pay was charged for each 34 day supply of medication. Mail-order service was available as an option. Mail order allowed members to order up to a 90-day supply of covered maintenance medications for one co-pay at the applicable generic or brand co-payment rates. The details of the prescription plan design as described above have always been included in all new hire kits and enclosed in all Personal Choice and Keystone benefit packages.

HR has discovered that Independence Blue Cross did not closely monitor the outsourcing of the prescription plan to Caremark. As a result in some cases our contracted plan was not followed at the retail pharmacy level. This resulted in a failure to adhere to contract requirements in respect to applicable co-pay policies.

The College has been adversely affected financially by these failures. Not only were required co-pays not collected by certain retail pharmacies, but higher retail drug costs were passed onto the college because mail order pricing of drugs received a greater cost discount than retail purchase. The College is currently investigating whether any recovery of these lost monies can be recouped.

Nothing has changed in the contractual requirements for obtaining drugs with

the transition from Caremark to Medco. The mail-order system remains the only way that a 90-day supply of a prescribed drug can be obtained with one co-pay.

If you have further questions or need for clarification please contact HR.



FSFCCP NEWSLETTER

The *FSFCCP Newsletter* contains news of the activities of the Faculty and Staff Federation of Community College of Philadelphia as well as official Federation announcements. The *Newsletter* is normally published monthly except during July and August.

The Faculty and Staff Federation of Community College of Philadelphia represents over 1,800 faculty and staff at Community College of Philadelphia. Our union, AFT Local 2026, consists of three bargaining units: Full-time Faculty, Classified Employees, and Part-time/Visiting Lecturer Faculty. We are affiliated with the American Federation of Teachers, an AFL-CIO union, with AFT Pennsylvania, and with the Pennsylvania AFL-CIO.

The official *Newsletter* is intended for news articles from leaders about developments related to the union. Opinion pieces from members or other personal articles are published in *Voices in the Union*. Another venue for opinions is the Federation's Discussion List; if you are not signed up, go to our web page www.aft2026.org and click on the link (first page, on left) for the Discussion List.

Deadlines for submission to the *Newsletter* are usually **on the first of the month**. Submit articles to the Editor by e-mail (danno1263@aol.com or dmedio@juno.com) or send a copy on disk (no hard copy please) to 1700 Spring Garden St., Room BR-63, Philadelphia, PA 19130.

Office phone: 215-751-8600

Executive Committee

Co-Presidents:	Karen Schermerhorn John Braxton
Treasurer:	John Majewicz
Secretary:	Ruth Baker
CE Co-Chairs	Eric Massenburg Cynthia Reid
FT Co-Chairs	Frank Bartell Pascal Scoles
PT/VL Co-Chairs:	Mark Kimmelman Ken Moberg
Spring Garden Campus Representatives	Jim Cochran Roger Garbett
Community Services Campus Representative	Sue Ellen Liebman

