

DATE: August 25, 2008
TO: Federation Members
FROM: FSFCCP 2026 Executive Committee
SUBJECT: **Agenda for General Membership Meeting
August 27, 2008, 12 Noon – 1 PM, S2-3**

AGENDA:

1. Minutes of General Membership Meeting of May 1, 2008 (A)
 2. Treasurer's Report (A)
 - a. Election of Treasurer (I)
 3. Proposal to endorse Barack Obama for President of the U.S. (A)
 4. Executive Committee Report
 - a. Second Brady Bonus: status report (I)
 - b. Medicare Secondary Payer regulations and impact on FT and PT/VL Units (I)
 - c. Review of ongoing grievances/arbitrations (I)
(Please see list below)
 - d. Million Member Mobilization in support of Employee Free Choice Act (I)
(This legislation, now in Congress, would make it easier for workers to form unions.)
 - e. Long Term Care insurance made available through Federation: status report (I)
 - f. Sessions on governance during Professional Development Week (I)
 - (1) Wednesday, 8/27, 8:30 – 9:30 AM, C3-10 or
Thursday, 8/28, 1 – 2:30 PM, C3-10
– for all Standing Committee and IWC delegates and alternates,
led by Pam Gallimore, Special Assistant for Governance
 - (2) Thursday, 8/28, 2:30 – 3:45, BR-24 – for Federation delegates and alternates
on Standing Committees and IWC, led by Larry MacKenzie and Karen
Schermerhorn
 - g. Labor Day Parade, September 1, 2008 (I) - Assemble at 10 AM at Sheet
Metal Workers' Hall, 1301 S. Columbus Blvd; Festival at Penn's Landing
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MAJOR GRIEVANCES AND ARBITRATIONS SINCE MARCH, 2007:

Grievances and arbitrations to win back rights and benefits we had previously enjoyed under the contracts

- Tuition Remission arbitration – arbitrator ruled in our favor that all CCP courses are covered by the Tuition Remission clauses (affects FT, CE, PT/VL)
- Automatic promotion from Rank V to Rank VI if retained for fourth year –arbitration in process (affects FT Unit)
- If laid off, right to move into another Department if qualified – arbitrator ruled in our favor (affected FT Unit)
- Right to full 26 weeks of paid sick leave, not just Workers' Compensation, if injured at College – arbitrator ruled in our favor (affected FT Unit but could affect other units)
- Right to earn seniority while receiving Federation Released Time -- grievance in process (affects PT/VL Unit)

MAJOR GRIEVANCES AND ARBITRATIONS SINCE MARCH, 2007(Continued):

- Right to retirement incentive (for those who qualified under the 2001-2006 contract as well as under the 2006-2011 contract) – settled (affected FT and CE Units)
- Denial of credit for VL service when determining eligibility for retiree medical benefits – settled (affected FT Unit)
- Denial of full class hour rate for teaching composition in Summer Initiatives Workshops – grievance in process (applies to FT and PT/VL faculty)
- Forgivable Loans – Unilateral imposition of requirement for approval in advance of registering for courses; unilateral imposition of application form for Forgivable Loans; denial of forgivable loans for dissertation fees – grievances ongoing (affects FT Unit)

Other violations of CE contract

- Non-renewal of Classified Employee (settled)
- Denial of vacation in accordance with seniority (grievance ongoing)
- Denial of right to return to CE Unit from leave of absence (settled)
- Denial of access to Early Retirement Incentive for CE on leave (grievance in process)
- Imposition of new probationary period for CE returned from leave (grievance resolved)

Other violations of PT/VL Contract

- GED/ABE pay at incorrect rate (settlement discussions in progress)
- Removal from the seniority list of PT faculty (3 cases)
- Failure to comply with PT seniority list in assigning Academic Advising (grievance ongoing)
- Failure to make College contribution to retirement account (grievance filed)

Other violations of FT Contract

- “3 FT salaries grievances” (threshold calculation; rank; access to information) – administration not in compliance with FT Salary Schedule for salary and/or rank for new FT hires since 9/02 (arbitration ongoing)
- Initial Salaries Grievance – failure to give correct salary and rank at date of initial hire for FT faculty hired before September 2001 (arbitration ongoing)
- Workload limit for Counselors/Librarians/Learning Lab/Academic Computing V-VIII faculty – Curriculum Advising may not be assigned in excess of 35 hour/week workload – grievance in process
- Layoff notices sent to two FT faculty members without sufficient evidence of falling enrollment in their areas – settled
- Unilateral decision to make major change in developmental program (CAP A) without contractually-required consultation with teachers, counselors, departments, and divisions. – grievance in process
- Failure to pay retroactive emolument for ABD – settled
- Curriculum Coordinator denied part of summer pay – grievance ongoing
- Education to Go/ACT – online courses not taught by CCP FT and PT/VL faculty – arbitration scheduled for October 2008
- Cullina and Company/Lindauer Learning Centers -- Administration is contracting out classroom teaching that can be done by CCP faculty – settlement discussions ongoing
- ECT (Emergency Care Training) – Administration contracted out ECT instruction that can be done by CCP faculty, FT and PT – Unfair Labor Practice charge filed with Pa. Labor Relations Board
- Praxis courses – contracting out of online instruction that can be taught by CCP faculty, FT and PT/VL – settlement discussions ongoing
- Inaccurate reimbursement for Mental Health coverage under Personal Choice (grievance ongoing)