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Workshop Training: Collective Bargaining and Labor Relations for New Administrators and Labor Representatives

Deborah Williams
Johnson County Community College

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Deborah Williams, President and Lead Negotiator, Johnson County Community College FA/NEA

The following proposals are adapted from current or past negotiations efforts at my institution. I can provide relevant background info to introduce these scenarios more fully. Achieving equity is a priority for the faculty in our current negotiations. Some of the issues are too complex to remedy at the table which is why some of these proposals include joint taskforces (I could discuss the advantages/disadvantages of going this route).

1. Apply a salary table and increase salaries to achieve a 100% comparison ratio with peer institutions listed in the Gallagher report (commissioned salary study).

2. Provide a stipend up to $2,000 a year for faculty who are out of range for salary increases (senior faculty primarily who would otherwise not receive an increase based on the salary study).

3. Keep the same benefit structure as negotiated three years ago with the faculty paying for 25% of the health care increases and the college paying for 75% of the health care increases (Board team wants cost sharing in health care increases to be 50/50)

4. Develop a workload rubric for labs within one year and set aside money with a commitment from administration in the years following to pay for the additional cost of labs if application of the rubric determines that they should have a higher contract load factor (Our current contract distinguishes between type of lab and compensation in a somewhat arbitrary way)

5. Develop a chair task force to study chair job descriptions and workload and to implement summer supplemental contracts equitably, beginning in Summer 2016 (There are huge inequities in compensation for chairs across campus currently).

6. Proposed contract duration of three years* (*discuss the strategic advantages/disadvantages of multi-year contracts)