
Meet and Confer

AFSCME & Management
Thursday March 2, 2017

- I. Public Comment
 - a. None
- II. Proposals
 - a. AFSCME and Management did not provide any proposals to put forward at this time.
- III. Survey Feedback
 - a. AFSCME has received feedback from non- exempt employees and based on the feedback, there are no Memorandum of Understanding (MOU) items to be addressed at this time.
- IV. Budget Requests
 - a. AFSCME requested budget information regarding the dollar and percentage amounts of the 75% operating cost (employees) that goes into salaries and benefits for each classification (exempt, non-exempt, faculty and administrators). AFSCME also requested data on the number of non-exempt employees that are grant fund as well as the number of non-exempt employees who are funded out of the general fund.
- V. 10 Month Employees
 - a. AFSCME requested clarification regarding the salary breakdown for an employee who takes a 10-month reduced work schedule.
 - i. Management clarified that an employee's salary would decrease, however, the employee would be able to choose how they could receive their pay if on a reduced work school. For example, they could choose: (1) Being paid their salary over the 10-month period, or (2) Having their pay deferred over a 12-month period; however, if they opted for this, the employee would see a reduction in their paycheck. An example was offered that if an employee earned \$36,000 per year, if they opted for the 10-month non-deferred pay, the employee would, in essence, make \$6,000 less (\$30,000 per year as opposed to \$36,000). An employee's benefits would be based on a case-by-case basis. It was determined that Gwen Goodman, Director of the Employee Service Center (ESC) would be invited to attend the next AFSCME/Management Team Meet & Confer Session on March 16, 2017.

VI. Reduction in Force

- a. AFSCME asked about the possibility of the College offering the tuition waiver benefit to employees who have been “RIFFED”. (RIF refers to Reduction in Force.) It was shared by AFSCME that if this was possible, it could help increase enrollment at Pima.
- b. Management will need to discuss this with the Finance department to determine if the College can offer this, especially since at this point, the employee who has been “RIFFED” is no longer a College employee.

VII. Banked Step Progression Plans

- a. AFSCME asked about the status of Banked step progression plans that were submitted in 2014/2015. They stated that they are aware that the 2015/2016 plans would not be banked, and therefore, would not be funded; however, the direction remains unclear with regard to the 2014/2015 plans. It was discussed that basically non-exempt employees were told to finish up their plans and that the plans would be kept on file. Many believe that these plans have been banked and there just needs to be clarification as to the status.
 - i. Management explained the step progression plans that were submitted for 2013/2014 were approved and employees received a step and a lift. It was emphasized that no step progression plans have been banked. Management referenced the Chancellor’s Pima-All correspondence in April 2015 clarifying that the step progression plan was suspended; however, employees were encouraged to complete their plans. It was confirmed that since July 2015, there have been no employee salary increases.

VIII. Distribution List

- a. AFSCME raised a concern regarding the distribution list of non-exempt employees and it not being updated correctly. They explained that this has been an ongoing problem and have been trying to determine who has ownership so that the changes could be made as soon as they occur. The Management Team will look into this to see what action would need to be taken to address this issue.
- b. AFSCME requested that Management provide them with a list of all current non-exempt PCC employees including their titles.
- c. Agenda- March 16, 2017
 - i. AFSCME requested payroll to be present for questions.
 - 1. Management will follow up with the invitation.