**CODAA and COD Reach a 4-Year Contract Agreement**

After four months of bargaining, and several more months in preparation, the College and CODAA bargaining teams have reached a tentative agreement on a four-year contract. We won ~~i~~mprovements in this contract we were unable to achieve in the past. We are proud to present you with an agreement for which we recommend ratification.

**Recognition (I. Recognition)**

* The current requirement for inclusion in CODAA is three academic years of continuous employment, including 12 credit hours in the Fall and Spring semesters of the 3rd academic year, before becoming eligible. (Summer hours taught do not count for eligibility purposes.)
* ***Effective Fall 2018, the requirement will change to 6 credit hours in each of the three academic years prior to eligibility.***
* As in our expiring contract, CODAA members will continue to lose their eligibility if they do not teach at least 6 credit hours in an academic year.
* ***However, effective Fall 2018, a CODAA member will retain bargaining unit eligibility if they lose eligibility due to being bumped from an assigned class by a full-time faculty member who takes the assigned class to make their load. This exception applies to one year only.***

Our belief is that the new eligibility requirement will allow more adjuncts to become eligible for inclusion in CODAA—and, with the assignment criteria described below, to stay in CODAA—to enjoy enhanced wages, benefits, and representation by the union.

**Assignment (VIII. Assignment of Faculty)**

Effective Fall 2018, the College will (not just “try” to) offer the following to CODAA members **prior** to offering assignments to non-CODAA adjuncts. Instead, CODAA members who teach:

* Classes of less than 3 contact hours **will** be offered a minimum of 4 contact hours per term (Fall and Spring)
* Classes of 3 contact hours **will** be offered a minimum of 6 contact hours per term (Fall and Spring)
* Classes of greater than 3 contact hours **will** be offered a minimum of one class per term (Fall and Spring)

While this is **SIGNIFICANTLY** better language than has ever existed in our previous contracts, it is not a guarantee of work. It is subject to the following:

* The class must be available to be taught; the College will not create classes to comply with this language.
* If there are more CODAA members available to teach classes than classes available, not all CODAA members can be assigned.
* The CODAA member must be qualified and available to teach the class. Determinations will be based solely on the CODAA member’s stated availability as of the deadline for submission of availability. **Timeliness in completing and submitting the availability form and**  **full identification of availability are critical.**
* Full-time faculty can still bump adjuncts for load (but not overload). In that event, the College will make an additional effort to find an assignment for the affected CODAA member.

**When CODAA conducted a member survey to determine bargaining priorities last Spring, improving assignment language was a high priority.**

**Extra Duty (XIII. Remuneration)**

* Increase rate from $26 to $30 per hour
* Increase individual cap from $624 to $720 per academic year.
* Allow exceptions to individual cap for up to 5 CODAA members to receive $1,150.
* The College will budget $15,000 (up from $11,000) for CODAA members serving on Shared Governance committees.

This addresses the issue of CODAA members serving on Shared Governance, search committees and other College-wide committees. This provides the opportunity for stronger, more consistent representation and a voice for CODDA interests and concerns. (NOTE: CODAA encourages greater participation by members in serving on important committees.)

**On-Line Course Curriculum Development (NEW)**

* $1,500 per course – up from nothing
* Must be requested by Dean
* This amount will be paid to an adjunct for developing online shell classes ( (not face-to-face classes), only when a Full-time Faculty is not available to do the work

**Professional Development (XVII. Professional Development)**

* Increase individual allotment from $260 to $350 each academic year
* $100 of this may be used toward fees for the Chaparral Fitness Center (current cost $240)
* Increase pool of available funds from $25,000 to $30,000

**Mandatory Training (NEW)**

* $50 per year in any year in which training is required, once training(s) are completed.
* Employees will receive notice of mandatory training in September which must be completed by February 15th.
* Payment will be made at the end of the Spring term.
* Mandatory means MANDATORY. Training is required of all College of DuPage employees. If not completed by the February 15th deadline, members will not be assigned classes for the entire academic year that follows. (This would also trigger a loss of CODAA eligibility for the affected members.)

The College does not anticipate scheduling mandatory trainings prior to Fall 2018. There are a number of CODAA members who have not completed past mandatory trainings. CODAA will be working with the College to make sure systems are in place to facilitate completion to avoid CODAA members losing their assignments. If you are on the “non-compliant” list, get off of it!

The College considers mandatory training to be a condition for employment. The CODAA bargaining team had to press this point to secure some compensation for the training.

**When CODAA conducted the member survey to determine bargaining priorities last Spring, compensation for mandatory training was a high priority.**

**Personal and Sick Time for Counselors and Advisors (XIV. Sick/Personal Leave)**

* Increase the accrual formula for personal/sick time from .033 to .04 of scheduled hours per term.
* Can carry over unused time from Fall to Spring semester.
* Can “borrow forward” the anticipated accrued time to be earned during the academic year, if more time is needed than is currently accrued. Prior approval by Dean is needed.

**Other Minor improvements**

* Office space: The College will consult with CODAA on additions/modifications to the space in the two Adjunct Offices. Verbal commitment to finding more space. Discussions ongoing.
* Personnel files: right to examine.
* Grievance procedure: increased days to file from 10 instruction days to 12.

**Remuneration and Duration (XIII. Remuneration)**

* Four year contract: Fall 2017 through August 2021
* Each year the “pool” of money available for wage increases in the fall will be based on the Consumer Price Index (Urban) of the prior December (full calendar year change) plus .5%, with a total minimum increase of 1% and a total maximum increase of 3%.
* **For 2017-18 academic year, this amount is 2.6%.**
* The “pool” concept has been in place at COD since the Breuder era. What it means for employees who have steps in their contract is that the overall pool covers the structural cost of the steps and the movement from one step to another. The actual percentage increase during this first year of the contract will vary for members -- those first joining the bargaining unit or moving from one lane to another lane based on seniority (the number of terms taught) will experience the largest increases in pay earned per credit hour taught.
* Counseling and Advising Faculty are carved out from this “pool” and will receive the full 2.6% on their wages, as they do not have the benefit of steps.

**Fall 2017 Compensation Rates – Adjunct Teaching Faculty**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Semesters Taught:** | **18 or fewer** | **19-31** | **32-44** | **45+** | **Grandfather\*** |
| **Rates:** | **$ 1,065** | **$ 1,115** | **$ 1,135** | **$ 1,145** | **$ 1,106** |

**\* All current members at the 18 or fewer level will be at the grandfathered rate above.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Current Rates (3 Levels)** | | | |
| **Semesters Taught:** | **18 or fewer** | **19-38** | **39+** |
| **Rates:** | **$ 1,088** | **$ 1,099** | **$ 1,109** |

**When CODAA conducted the member survey to determine bargaining priorities last Spring, the enhancement of the Step Schedule was a high priority.**

**Fall 2017 Compensation Rates – Counselors and Advisors**

**Counselors:**

**Current $ 43.43 Fall 2017 $ 44.56**

**Program Advisors (pre-August 24, 2010):**

**Current $ 37.95 Fall 2017 $ 38.94**

**Program Advisors (post-August 24, 2010):**

**Current $ 29.97 Fall 2017 $ 30.75**

**ONE LOSS**

The College will discontinue use of the Lecturers. We resisted the College on this until the bitter end, but were unsuccessful in maintaining these positions. While enjoyed by only a small percentage of the entire bargaining unit (less than 5%), it was of great benefit to those who held those positions. Our current agreement with the College did not obligate them to maintain the positions, and we were unable to compel them to do so. The College contends that lecturer positions are unworkable and that maintaining them would hinder their ability to commit to the new assignment language that covers all of our members.

**Thanks to the Team!**

Cheryl Baunbach-Caplan, Counseling and Advising, CODAA President

Carol Carlson-Nofsinger, Paralegal Studies Program & Real Estate Department Lecturer

Mike Dusik, History, CODAA IEA Representative

Jim Marseille, Accounting, CODAA Vice President for Policy

Vicki Root-Wajda, Anthropology, Membership Chair

Michelle Couturier, IEA UniServ Director