

The college's proposal is punitive in nature and is a blatant attempt to strip rights away while increasing your workload. OFA members are subjected to disparate treatment. We are the only group whose workload is increasing. Administration has guaranteed that morale will go even lower. If this is Steve Robinson's idea of a raise, it's a joke.

Grievances:

Delay Step Two for an additional week.

Step Three - allow appropriate administrator to avoid accountability

College administration adding additional layers of administration resulting in increased cost, decreased efficiency, and delayed response.

Duties and Responsibilities:

Requirement to attend AND participate in increased number of meetings.

Requirement to attend AND participate in the accreditation processes. This is a classic example of administration being derelict in their duties. Administration is responsible for accreditation but they will not do their own work. They want faculty to do it for no pay. They eliminated the coordinator position which required payment for accreditation work.

Submit syllabus on the first day of class when administration will not provide us with resources to even make copies of the syllabi. Copy Center is being eliminated. Department photocopiers are sketchy at best.

Submit copy of scheduled office hours.

Elimination of all virtual office hours.

Elimination of teaching seniority rights for all disciplines.

Elimination of assignments based on qualifications, seniority and accreditation standards.

Elimination of class selection and bumping rights.

Online courses capped at nine (9) credit/contact hours.

Decreasing contact hours per student for practicums and field experiences.

Increasing class size standards for Distance/Web courses by 60% (25 students to 40).

Elimination of course development for existing courses.

Increasing our workweek from 37.5 hours to 40 hours.

Eliminating overtime rights for work on Saturday(s).

Implementation of leash law.

Elimination of job transfer rights.

Elimination of summer course selection rights.

Education & Professional Development:

Eliminate 75% of the Educational & Professional Development fund (i.e., \$40,000 down to \$10,000).

Eliminate unused funds rollover.

Eliminate OCC course fee waiver for members and dependents.

Eliminate rights for retirees.

Nonrenewal & Termination of Individual Contracts:

Extend tenure track period by a minimum of 4 additional years. Faculty would serve a tenure track period for a minimum of 8 years.

Individual personnel contracts sent via email.

Salary:

2% "raise" - not retroactive

Supplemental Benefits:

Total elimination of fee waivers for the OFA.

Elimination of travel and mileage reimbursement for the OFA.

Reduction in Force/Retrenchment & Organizational Change:

Elimination of Retrenchment rights.

The College will no longer provide training/education to the bargaining unit member(s) whose programs have been terminated.

Personnel Files:

College administration adding additional layers of administration resulting in increased cost, decreased efficiency, and delayed response.

Miscellaneous:

Elimination of OFA travel rights.

OFA now forced to use their personal vehicles for college related business.

Duration:

Expiration year change.

Health & Safety:

Elimination of inclement weather health & safety rights.

OFA members forced to submit leave, use vacation, or be unpaid if no leave is available.

Mutual Interest Forum:

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Performance Evaluations:

Tenured faculty evaluation date moved to April 15.

Post-Retirement Employment:

Elimination of notification to OFA member of her/his eligibility status for re-employment with OCC.

Transfers To & From Non-Bargaining Unit Position:

Allowing administrators to retain tenure ad infinitum.

Leaves:

Elimination of leave benefits and rights.

Administration violating past practice and grievance settlements.

Administration subjecting OFA members to disparate treatment.

Administration arbitrarily changing procedure and refusing to define submission process.

OFA in different departments potentially subjected to completely different procedures.

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Elimination of personal leave rights.

Personal leave decreased by 50% (i.e., 24 hours down to 12 hours).

Program Facilitator:

Eliminated.

Duties imposed on faculty.

Faculty forced to perform duties for gratis.

Program Coordinator:

Eliminated.

Duties imposed on faculty.

Faculty forced to perform duties for gratis.

Job Descriptions:

Job descriptions for each OFA position to be maintained in Human Resources - most likely so that administration may further shirk their responsibility to bargain over changes to terms and conditions of employment.