

PART-TIME: Contracts challenge college

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The part-time association has submitted a proposal that would mean they lose 2.5 percent over three years with no cost of living increase, according to Teetor. Another issue that both sides are trying to modify is sick leave. The part-time association has made a proposal to remove and proposed that the cap be placed at 72 days. Teetor said the college has been capping the accrual at 150 days. Elizabeth Lundy, vice president of instructional services, and Nancy Wilton, vice president of student services, are both members of the college's bargaining team. According to them both, the college has proposed a salary cut but offered a fairly modest cost of living increase. "If the statement was that we were proposing a (salary) cut, it's not out of the question. There is a possibility an increase proposed. It's always a debate over what is adequate increase but I'm not sure what's adequate," said Teetor.

In regards to sick leave, Lundy said that currently the cap on accrual is 12 days but would not comment on the proposal of the 72 accrual cap by the part-time association.

"I think that the proposal that we have on the table is a good proposal and is generous compared to what they would see at another institution," said Lundy.

According to Lundy, bargaining meetings have been very few and she is confident that the two sides can work out the issues if they were able to meet more often.

"We will settle. It's just a question of how long it will take," said Wilton. He didn't comment on what would happen if it came to an ultimatum since he felt that it will be resolved before coming to that.

Both Lundy and Wilton elected not to comment on the proposals of the part-time association, instead stating that there were differences in several of the article proposals.

Since the contract has not been finalized and there are several outstanding issues that the association finds unacceptable, an ultimatum is a possibility. However, Teetor said



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Rosemary Teetor is a part-time instructor at Clackamas and the part-time association president. Currently the part-time association and the college are negotiating the part-time contract.

that is a decision that part-time faculty are likely not going to make.

"That gets tricky. Once you issue an ultimatum then you have nowhere to go; you haven't left yourself any options. We're still trying to leave options at this point," said Teetor.

In bargaining language an ultimatum is called an impasse. One side can submit a "take it or leave it" proposal and the other party can do just that, take it or leave it. Usually mediation comes before the thought of impasse, where an outside party comes in and mediates the contract negotiation. After

150 days either side can request to go to mediation and right now neither side has decided to do that.

"What can happen following that on the management side is something called imposition," said Teetor. "They 'impose' their so-called 'last and best offer' which means that they can impose primarily anything they want. And if they imposed right now the changes would be draconian."

The changes that Teetor feels would be draconian would be that sick leave is virtually swept under the table, a cap will be placed on the amount of classes part-time faculty

can teach, seniority goes away, the pay cuts are enforced and the college can continue to hire outside sub-contractors to do the jobs of part-time faculty without those contractors becoming part of the union.

"Mediation is something that our side discusses all the time," said Teetor. "We are interested in it and we may well be the ones that say 'Let's take this thing to mediation and see how we do.' The risk with mediation is if the mediator sides with the college ... we're done. Getting something back that we've lost in that manner is virtually impossible."

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