Greetings colleagues--

The faculty reps met on Friday, September 28th. The major issues we discussed were the following:

The first major topic was the new HR system. There was concern from several of the campuses regarding the transferability of sick leave when employees move between campuses or move between classified and unclassified positions. There was also concern raised about whether or not unclassified staff will retain the "startup" sick leave in terms of maternity leave.

We also discussed the fact that ALL of the campuses are experiencing significant problems with the leave forms, especially summer forms. This is clearly a system-wide problem and there is a lot of concern about when this will be sorted out.

A final concern raised was the reclassification of directors amongst the academic staff. On some of the campuses, these directors were reclassified as something more akin to vice-chancellors, meaning they would be considered "at-will" employees. It also raises questions about governance, as moving to that status would negate governance rights for such individuals.

A second topic of discussion was the Flexible Degree Program. There was considerable debate about how much faculty input will actually included in the design of the program. There's also a lot of concern about the apparent rapid pace of the development of the program.

A couple of final but important notes--good news & bad news. The Good News: According to system administration, the BOR is planning to make request for pay plan in December including a broad base increase and local merit control. The Bad News: The faculty reps were informed that as of January 1, our mandatory contribution to the retirement system will go up from 5.9% to 6.65%. So, you can expect to see your take-home pay decrease as of January 1--for a salary of $50,000, this would result in a decrease of an additional $375 a year.