

MEMORANDUM

TO: David Bordelon
FAOCC President

FROM: Randy Monroe
Former Chief Negotiator, FAOCC

DATE: September 18, 2014

SUBJECT: Summary of negotiations since failed ratification vote

September 2011 Faculty reject proposed contract offer

FAOCC President Kathy Tietge has at least two follow-up meetings with Larson and others in his office. He offers to extend time for acceptance of proposed contract. There was one additional meeting. College rescinds offer.

October 14, 2011 Fact-Finding Hearing

Susan Osborn directs College and FAOCC to resume negotiations and sets December 1 as return hearing date. College sets preconditions for resumption of talks (FAOCC must drop all grievances/PERC actions). FAOCC rejects preconditions. No further meetings until after Fact-Finding Report issued.

February 10, 2012 Fact-Finding Report Issued

February-March, 2012 Three meetings between Randy Monroe and Leslie Cohen to discuss using Fact-Finder's Report as basis for resumed negotiations.

April 2012 College files for Super-Conciliation

JUNE 27, 2012 Meeting with Super-conciliator, Richard Gwin

Rick Gwin attempts to mediate. A series of meetings are established, each to run approximately 3-4 hours. First initial agreement at the table in regard to overload rate of pay is rejected the same night by J. Larson.

JULY 5, 2012 Negotiations Session

JULY 6 Negotiations Session

JULY 12 Negotiations Session

JULY 20 Negotiations Session

JULY 26, 2012 At each session, the College introduces new proposals. Randy Monroe requests that the College give the FAOCC all proposals, and limit their number. Leslie Cohen refuses and threatens the FAOCC with an ULP over failure to negotiate.

JULY 31, 2012 R. Gwin returns, at FAOCC's request, to attempt further mediation. After a brief meeting with the College's team, he sends them away, indicating to the FAOCC that the College has no intention to settle.

January 2013 Dr. Larson gives a conciliatory speech at Colloquium. R. Monroe contacts him, asking for his support of a resumption of talks.

February 6, 2013 Initial session held to establish an agenda for further meetings. College's agenda has limited number of items.

February 13, 2013 Negotiations Session

February 27 Negotiations Session

March 13 Negotiations Session

March 20 Negotiations Session

March 27 Negotiations Session

April 2 Negotiations Session

April 8 Negotiations Session

April 12 Negotiations Session

April 13 Negotiations Session

April 24 Negotiations Session

April 25 Negotiations Session

May 8 Negotiations Session

May 9 Negotiations Session

May 15 Negotiations Session

May 16 Negotiations Session

May 17 Negotiations Session

May 20 Negotiations Session

May 21 Negotiations Session

May 22 Negotiations Session

May 23 Negotiations Session

June 7 Negotiations Session

June 10, 2013 Negotiations session

Note: Sessions in 2013 vary in length from two to five hours, depending on class teaching schedules. Please note that meetings are held even during Spring Break. During the final sessions, negotiators go through **every** clause of the Master Agreement at least twice, noting where we are in agreement, have talked with no agreement, or the clause is not in dispute. Richard Strada is tasked with producing a tracked document showing the results of this discussion. When he sends an inaccurate document, dated June 13, 2013, with even more new proposals, the FAOCC cancels upcoming scheduled negotiations sessions.

September 2013 R. Monroe meets with Leslie Cohen to attempt to arrive at a tracked document separate from Richard Strada's version. After three hours, only Article I has been completed. Mr. Cohen's notes do not correspond with R. Strada's version. The Executive Committee directs me to break off the attempt to help the College produce a tracked document reflecting its proposals.

February 22, 2014 Super-Conciliator agrees to return to campus.

March 21, 2014 Super-Conciliator asks parties to negotiate prior to his return to campus, and to limit negotiations to three major areas.

March-April 2014 College repeatedly cancels meetings and refuses to limit scope of negotiations.

May 1, 2014 Super-Conciliator Richard Gwin returns to campus for meeting. College still does not have a complete document reflecting all its proposals. Mr. Gwin directs the College to produce the document within two weeks. L. Cohen requests multiple delays and never produces said document before he leaves employment with the College