

Issue	Date	Issues	Resolved?	Explanation & Date
1.	December 2008	Faculty question on open lab pay, which resulted in increased compensation.	Yes	Resolved 1-09
2.	Dec. 31, 2008	Pay issue for faculty with January contract start.	Yes	MOU-1 (memo of understanding) 1-09
4.	Dec. 31, 2008	Pay issue (increase) for faculty to comply with the contract.	Yes	MOU-1 1-09
5.	Jan. 2, 2009	Years of service (increase) for faculty member – resulted in increased salary.	Yes	MOU-1 1-09
6.	Jan. 5, 2009	Correction of faculty members' degree from BS to MS, which resulted in increased salary.	Yes	MOU-1 1-09
7.	Jan. 5, 2009	Correction of faculty member's employment start date. Resulted in equity increase.	Yes	MOU-2 1-09
8.	Jan. 5, 2009	Nursing clinical ratio for winter quarter 8 to 1 (contract language) achieved by faculty member securing adjunct faculty to meet this ratio.	Yes	Administration did not interfere with this action.
9.	January 2009	Faculty Caucus Facilitator compensation of 2 load hours/quarter per contract language.	Yes	Resolved 1-09 after union contacted administration and Caucus facilitator compensated.
10.	Jan. 7, 2009	Open lab issue. Discrepancy is how lab is defined, what occurs in open lab and how faculty is compensated.	Yes	Union intervened and focused on consistency of compensation among disciplines. Resolved 2-09 after meeting with dean and faculty. Union will continue to monitor.
11.	Jan. 7, 2009	Engineering division dean wanted to limit banking of load hours to 6 hours. Union noted that CBA does not indicate the administration's right to limit # of banked hours, only that they are to keep track of the banked hours.	Yes	Union met with dean to discuss. Goal was to have resolution for future application. No resolution. 1-23-09 Union conveyed its interpretation of this contract language and the time factor associated with filing a grievance on this issue if it is not resolved. 1-29-09 E-mail from HR confirms resolution that faculty have no limits to the hours they may bank.
12.	Jan. 16, 2009	On-line new course prep compensation. (faculty member to be compensated for on-line course developed for winter quarter 2009.)	Yes	Discussed with administration at two meetings and faculty compensated 1-29-09.
13.	Jan. 25, 2009	Overload question from faculty.	Yes	Union met with faculty and conveyed CBA language with chair. Union sent middle management and administration e-mail clarifying CBA does not include language that is applicable to adjunct faculty. 2-01-09 E-mail from chair to union confirmed clarification of this issue.

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14.	Jan.30, 2009	Question from HR: OT & PT licensure as credit as certification for Article 20, section e-ii-1.	Yes	2-1-09 Union confirmed agreement.
15.	Feb. 4, 2009	Second question concerning clinical ratio of 1 nursing faculty to 8 students in the acute care hospitals.	Yes	2-07-09 resolved after union e-mail clarification.
16.	January 2009	Docking ½ sick day for missed meetings	Yes	Discussed with administration 1-16-09. This is not the intent for use of sick time.
17.	Feb. 01, 2009	Question from faculty concerning recommendations that may come from insurance committee and impact on faculty and CBA.	Yes	2-06-09 NCSFA-AAUP discussed at contract team meeting and then at L-M meeting 2-13-09 Administration informed of union position: no changes to occur outside of the CBA.
18.	Feb. 24, 2009	Faculty liability insurance question.	Yes	Union provided faculty with the contract language.
19.	Jan. 16, 2009	Faculty contract and accrual question.	Yes	Union worked with HR and issue resolved 3-3-09.
20.	March 3, 2009	Faculty question concerning severance pay.	Yes	Union noted CBA Article 22, section 22.01, (1) page 35 which addresses % payment of unused sick days at time of retirement.
21.	Jan. 16, 2009	Question concerning extra pay for extra preps (one administrator's interpretation)	Yes	Discussed with administration 1-16-09 and discussed at L-M meeting March 13. Clarified that an administrator's interpretation incorrect.
22.	Jan. 23, 2009	Half-time load for faculty member to work on special project.	Yes	Union position: CBA language pg.31 paragraph 2 references the 2/1 ratio. After 3 meetings issue resolved 3-09 and faculty to be compensated. Union also advised faculty to keep track of hours utilized for project.
23.	Feb. 26, 2009	Sick leave question from faculty (Questioned need to use 1 full sick day when only four hours of work scheduled on the day of illness.)	Yes	2-26-09 Union explained the sick leave language per the CBA via e-mail. Faculty member response indicated additional issues with the language and union had follow-up discussion with faculty member.
24.	Jan. 30, 2009	Faculty use of banked hours.	Yes	1-30-09 Union sent e-mail to HR to request dialogue on union/administration differences concerning this issue so as to reach agreement. Discussed at L-M meeting 3-13-09. Agreed at L-M meeting: dean & faculty member able to dialogue about use of banked hours.
25.	March 31, 2009	Compensation questions concerning lab skills testing for nursing students who request to enter program with advanced standing. Also request for compensation for testing of students requesting credit by exam. (non-nursing issue).	Yes	Credit by exam issue rectified with revision of payment request form updated to fit CBA language. L-M agreement to compensate nursing faculty \$40.00 per reentry testing, which was policy prior to CBA and form to be updated by nursing administration.

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26.	Feb. 18, 2009	Question from faculty as to when payment for development of a course should be paid per the CBA.	Yes	Union and administration developed clarification of concept and guidelines for compensation and presented information to LM group 4-10-09. Agreement with administration on definition of new course development and tiered compensation format. Deans met with faculty to discuss their specific compensation for work done. 5-08-09 Agreement signed by NCSFA- AAUP and Administration.
27.	March 3, 2009	Course development compensation questions from faculty.	Yes	Union had several meetings with faculty and administration to resolve these issues. 6-10-09 faculty reported equitable compensation for completed course development.
28.	April 16, 2009	Clarification to everyone on campus that chairs are not members of the collective bargaining unit; they are members of administration.	Yes	Discussed at May L-M meeting. Don stated that chairs are represented by MAC.
29.	April 3, 2009	Faculty concern: compensation guidelines for maximum prep number. (article 21 workload)	Yes	Union discussed concern with faculty.
30.	April 10, 2009	Faculty request for clarification to chairs and deans as to when each faculty members' annual professional development \$1200 allocation began. (Workforce administration believes it started from July 2008 vs CBA ratification date 12-17-08.)	Yes	Union discussed with VP of Finance. Professional development funds were calculated back to fiscal year (July 1, 2008.) Union does not agree with this. Resolved by chair action as of 6-15-09.
31.	Spring quarter 2009	LOA requests and resolutions for 3 faculty members.	Yes	Contract language utilized to reach resolution.
32.	May 2009	Joint statement for HR and NCSFA-AAUP for article 25.12b	Yes	Sent to CB group to provide clarification of payment for off quarter committee work compensation.
33.	Spring 2009	C-Tag issue involving faculty and administration	Yes	Response to faculty by dean was discussed by union with that dean and administration.
34.	March 3, 2009	Course development (new and on-line) compensation questions from faculty member.	Yes	Union met several times to seek resolution. 6-19-09 After much discussion and clarification for administration, the resolution was that faculty was paid both for 25.13 and 25.14 since course development was one body of work and putting a course into the on-line format is a separate body of work.

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35.	April 2009	Question: can professional development money be used for college tuition (credit classes)?	Yes	Discussed at June L-M meeting. Don said administrative position at this time is that he wants to be consistent and at this time professional development and tuition remission funding and decisions are separate.
36.	June 2009	Compensation for committee work during off-quarter – faculty question. Section 25.12b of CBA.	Yes	Union discussed at 6-19-09 L-M meeting. Contract team requested a consistent format for application for these funds as well as timely payment. 7-1-09 HR sent e-mail (with union input) to faculty reminding them of this article and the procedure and form needed to receive compensation. 7-16 09 Union followed-up to assure faculty off spring quarter 2009 got compensated for committee work. (section 25.12b of CBA) Union will continue to monitor.
37.	July 16, 2009	Potential for chair to move back to faculty with possibility for some additional time to complete accreditation responsibilities.	Yes	7-16-09 Union noted need to follow CBA pay scale and additional time payment needs to be brought to union for review. (section 7.01 of CBA) HR to follow through with this and contact union for input. Administration noted that any chair who came from the ranks of full-time faculty can return to that full-time position upon completion of their contract as a chair. Chairs who come from adjunct faculty or outside of NCSC cannot do this. 8-17-09 Administration proposed 1/2 teaching load for time to do all the duties as head of program (but is not program director). Union asked for a list of those duties and stressed that it is imperative that CBA be followed. Union to follow up on this. 9-3-09 Union met with adm. and faculty member (via phone conference) to discuss compensation as move occurs from chair to faculty. 9-14-09 Fall quarter 2009 compensation proposal from chair moving to faculty position accepted by union and administration. Administration to review progress of work at end of fall quarter. Union will continue to monitor.
38.	April 22, 2009	Faculty inquired about method to obtain compensation for upcoming program accreditation work.	7-16-09 No needed union action at this time.	4-23-09 Union responded via e-mail that there is contract language concerning faculty work on special projects (Section 25.12) and there is also language for accreditation as it pertains to program directors (Section 25.15 c). Unresolved at May and June L-M meetings. 7-16-09 Faculty to leave this action for chair to accomplish. No further action.

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39.	June 2009	Department meeting questions concerning having them, who calls them and need for minutes.	7-16-09 No needed union action at this time.	Union sees this as another chair issue. Not discussed at June L-M meeting. Follow-up at 7-16-09 meeting with no union action.
40.	June 2009	Class size discussion and issues and question from acting dean as to if this was in the contract. Section 25.29 second paragraph of CBA.	7-16-09 No needed union action at this time.	Discussed at 6-19-09 L-M meeting. Union asked that chairs and deans be prompted to initiate this discussion. This to be a charge for Caucus, academic departments and administration. Followed-up at 7-16-09 L-M meeting with no union action. Union will monitor.
41.	January 2009 & May 2009	Chair positions – qualifications and teaching guidelines (number of load hours per quarter and overload). Also effectiveness of this level of administration. 5-09 Qualifications to be Chair – seems to change with each posting and position. Need experience or not? (Questions from faculty and also Math chair).	Ongoing	Union discussed at L-M meeting – Feb 13 and followed-up on ½ load for chairs for spring quarter as well as chair role at Mar. L-M meeting. 4-03-09 Union noted this issue needed monitoring & further follow-up. Monthly item on L-M meeting through July 2009. Union will continue to monitor impact of chair role and performance on faculty.
42.	June 2009	Evaluation forms and process team formation: Michelle Slattery, Ellen Johnson and Margaret Puckett. Administration members are Jim Hull, Jay J. and Teri B. along with Karen Reed. This committee formation is in response to section 9.07 of the CBA.	Ongoing	Discussed at L-M meeting 6-19-09. Outcomes from this committee work must be agreed to by Faculty Caucus and the administration. 7-16-09 Union pointed out the CBA language on faculty evaluation and turn-around time for feedback from the evaluations. Administration noted Michelle Slattery is chair. Discussion on pilot on-line evaluations, questions on-line should match those on paper evaluation form and the need to make opt-in/opt-out the responsibility of the chair and not faculty. Administration proposed Teri B. remain on committee without administration replacement.
43.	Jan. 16, 2009	PLATO, IST lab issues concerning: does teaching occur, who is doing any teaching and how is the time in those labs compensated (ex: staff is paid adjunct rate - \$34/hour) for each hour spent while faculty is paid one hour for every two hours spent in the lab. Also related issues with who is staff and who is faculty. (also consider tutors and facilitators ?)	Ongoing	On-going issue for union. To discuss at September L-M meeting. Union position is anyone giving direct student instruction is faculty and should be compensated per the CBA. 9-14-09 Discussed at L-M meeting. Administration shared their position that PLATO lab is a faculty position and IST lab is not.

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44.	April 16, 2009	<p>Faculty issue – dean offered two students directed study for course that required team approach (this was against faculty recommendation)</p> <p>**details of administration proposal for directed study:</p> <ol style="list-style-type: none"> 1. Course coordinator to sign off approval or not. 2. No dean to do directed study. 3. Chairs cannot approve themselves for directed study. 4. Administration also looking into independent study definition? 	Ongoing	<p>Union and faculty met with Karen to discuss specifics twice. Discussed at 6-19</p> <p>L-M meeting. Karen said an administrative committee is charged with this issue. When asked, she said no faculty members were on this committee but the findings would be brought to Caucus. It was suggested by the union to have faculty included on this team at June and July L-M meetings.</p> <p>8-17-09 Directed study policy developed via COD, without faculty input but with appropriate guidelines. ** Policy sent to Margaret for Caucus input. Union to monitor.</p>
45.	June 2009	<p>IP committee with Lynn D. (who will e-mail Deb Hysell and Doug Kranch and ask them to be faculty reps on this committee) and an equal number of administrators to meet over next year. (Articles 4 and 13 of the CBA)</p>	Ongoing	<p>7-16-09 Union identified faculty members on this committee, which must meet by 10-1-09.</p> <p>8-17-09 Adm. reps are Ken McCreight and Gina K. Lynn will set up meeting for September 2009.</p> <p>Union will monitor.</p> <p>9-14-09 Lynn reported meeting scheduled for September 24.</p>
46.	July 1, 2009	<p>Travel reimbursement protocol change.</p>	Ongoing	<p>Some travel reimbursement held up d/t questions of format presented by chairs/deans/VP?</p> <p>7-16-09 Union presented 2 areas of concern: (1) change in policy issue for travel compensation and (2) the lack of timeliness by administration on faculty concerns (delayed payment of mileage, directed study issue resolution (4-16-09 to present), new and on-line course development issue (3-3-09 to 7-09).</p> <p>(1) Union pointed out that section 15.03 of CBA states “ payment of travel expenses ...shall be made ...within 3 wks of the submission of the completed travel documentation.” Because of the delay the contract language has been violated and this is not acceptable. CFO took responsibility for this, apologized and will bring the updated travel policy to the college community by fall 2009.</p> <p>Union will monitor and follow-up at August L-M meeting.</p> <p>(2) Lack of timeliness by administration discussed as well as the need to follow the language of the CBA. Union will continue to</p>

				<p>monitor.</p> <p>8-17 Administration provided outline of travel reimbursement changes. To work out details and bring plan back to September L-M meeting.</p> <p>9-14-09 Brad M. reported that no change in policy until review by faculty & staff Caucus and administration.</p>
47.	July 1, 2009	Lack of timeliness in addressing issues individual faculty or union bring to administration.	Ongoing	<p>Discussed at 7-09 & 8-09 L-M meetings. 9-14-09 Don has discussed need for faculty to bring issues to administration. Faculty must make deans and union aware of any issues or concerns.</p>
48.	June 19,2009	Compensation /release time as it relates to semester conversion course development.	No	<p>Discussed at 6-19-09 L-M meeting. Don reported that Karen is working on a proposal to address this.</p> <p>7-16-09 Union clarified budget includes compensation for semester conversion /course development Semester conversion budget committee to meet and make recommendation for this compensation, then that info will be brought to the L-M group for review.</p> <p>8-17-09 Administration says semester conversion budget sub-committee will first set mechanism for compensation. Union questioned need for MOU or work with in language of contract to provide that compensation. Adm. favors the latter. Will discuss progress at September L-M meeting.</p> <p>9-14-09 Not discussed. Will await outcome of budget sub-committee meeting 9-17-09.</p>