

SEIU bargaining team - Alejandra, Dana, Jason, Catherine, Dylan  
HR - Smuder, Richardson, Baia, Jaquez

Welcome

Jason- YCTC has been unable to recruit for 75 student welding class. Our current classes consist of 26 students, which is based on lack of recruitment positions.

Dana- we have lost 13 employees in 2 years, due to pay. Everyone can go somewhere else to make more and not have to be trained.

Jason - losing staff positions hurts students and affects our ability to recruit

Statements from staff employees - escalated cost of living has hurt me and my family. I've served for 9 years, but my children and pets have significant costs. My pay has increased, but these adjustments have not kept up with the cost of living in Tampa. The gap between our college and other positions is \$12,000, which threatens morale and quality and causes significant financial burdens.

-Our work is mission driven. However, financial strain is difficult.

-I've been at the college for 20 years with a masters, but have to juggle 4 jobs to make ends meet. Hoping for something better.

Jason - we're looking forward to hearing the counter offer after the last meeting.

Smuder - Our offer is not 20%, since we aren't in a position to make it. Our offer is: 3% on the scale and a step for everyone who's been here more than 6 months. This is typically 4-5%. We think this is a very generous offer. We've done more when we have a salary survey, closer to 8% last year, but this is a good offer since it's close to 5%.

Caucus

Catherine- original offer was not disingenuous. It came from an increase in cost of living and the voices of staff members who are struggling financially. It was not intended to be some random number. We don't have enough information right now. We have not received responses regarding FOIA requests for admin salaries, and have to consult with over 500 staff members. This meeting is in the middle of the work day, so more open meetings would be beneficial to speeding up the process.

Alejandra - What is the cost of the offer? Are the max and min moving?

Smuder - the whole scale moves 3%. I can't tell you the costs off the top of my head. The numbers come from what the college was given, most of the incoming funds go to increasing all employee salaries. Moving to state health insurance costs 2 million more this year. We're looking to give all employee groups increases.

Jason - I asked for clarification regarding the Florida Education board budget.

Smuder - our budget meetings are open to the public, and the information is explained by the CFO.

Alejandra - When are the meetings?

Baia - board meetings are set a year in advance. Usually 1 or 2 board meetings are for budget in May and June. The board has to approve the budget.

Jason - I'm not a budget genius, but we're behind on the budget. We're looking for someone to walk us through why we aren't able to make these changes.

Baia - Every year, there are conversations at each unit level which go up to the cabinet level and CFO. The president looks at the budget and makes a guess at how much the state will fund. About 80% of our budget is personnel. The rest is operational.

Jason - Who prioritizes salaries of the staff if there's a crisis? We are bleeding people who are essential.

Baia - New positions are advocated by the unit supervisor. Salary increases are decided by the president and CFO.

Dylan - About \$500,000 went to raises for 33 administrators last year, which was the upper half of earning admins. Would administration consider allocating some of these funds to staff given the problems we've explained?

Smuder- No because administration is going through the same issues.

Dana - Would admins consider a one-time \$1,000 payment for themselves so the rest can go to staff salaries?

Smuder - I'm not aware of this occurring in the past. The salary study was used for increases for admin and staff last year. We try to be fair and allocate funds equally.

Dylan - The average increase from last year's salary study was 8% for staff, but the median was below 5% and the standard deviation was high. Admins still received a higher percentage increase last year than staff, and most admins aren't working multiple jobs.

Smuder - Working some nights and weekends feels like working multiple jobs. I'm not interested in talking about admin salaries anymore. I'm excited about the priority of salaries by administration.

