LTCA Meeting Minutes 5/13/2022

**Attendees**

Dan Tarker North Seattle College, Lisa Sandoval Renton TC, Lyall Rudenskjold Highline College, Valencio Socia Bellevue Community College, Andrea North Seattle College, Marianna Asaturova South Seattle College, Matthew Stacey Walla Walla CC, Julia Buchans Seattle Central College, Christine Unutzer North Seattle College, Monia Haman South Seattle College, Janna Goodyear Wenatchee Valley College, Shannon Pressley Tacoma Community College, Kelsie Smith Columbia Basin College, Brianna Purdy Lower Columbia College, Liesl Johnson, Janice Taylor Clark College, Jeff Troy LW Tech, Elmira Utz TCC, Shelita Lawson Everett Community College

**1050 Rule**

Bellevue---No information from HR due to turn-over. Saying they are awaiting details from the Office of Financial Management. Impact would be on 241 employees around the campus.

Clark— Unclear. Pebb board says that as long as staff stay under 17 there will not be any health benefits (under 17) even past 1050 hours (as per 480 rule). No clarification from Pebb board yet on retirement benefits. Reached out to OFM and were told it’s up to each individual institution (letter received in 2021).

N. Seattle—No details. Told that they are working on a plan, but it’s not been shared. Seems similar to Clark, which is that if employees stay under 17 hours, they won’t get health benefits as per the 480 rule but will get retirement benefits when they hit 1050 hours. There is some hope perhaps the rule is going to be postponed again.

TCC—Will use non-permanent appointments. Once employee hits 1050 they are either let go or made into a “non-permanent” appointment with full benefits with 20+ hours.

Columbia Basin College—HR fully engaged with CTC link and unable to give this issue their attention. Have been told that as of next year in June these employees will no longer be on staff. Focus is replacing with student employees.

Lower Columbia --- Memo sent to staff:

* Let PTH exceed 1,050 hours/12 months and become permanent employees and part of civil service
* When PTH near 1,050 hours/12 months, convert them to non-permanent Classified for up to 18 months and non-benefit eligible. Still at 75 hours/month or less (absolute max would be 79 hrs./month)
* When PTH near 1,050 hours/12 months, convert to non-perm Classified up to 18 months and benefit eligible (more than 30 hrs./week). Could convert 2 PTH positions to 1 non-perm position at 30-40 hrs./week
* Recruit openly for permanent Classified position (could replace 2 PTH positions)
* Employee sharing - FT position split between two departments.

Pierce College---not present but three documents outlining their presentation on the topic from another conference were shared and compared with other HR responses (documents shared in canvas shell).

Lake Washington Technical—told they are exempt (all Technical Colleges are exempt)

Dan reports that on the OFM website there is an option presented that allows for application for individual exemptions. Perhaps the office handling those exemptions could provide more insight? Is there an opportunity to apply for a campus exemption?

**Letter to OFM on 1050 rule impact –proposed to be drafted and signed on behalf of LTCA**

Julia Buchans and Shannon Pressley volunteered to draft a letter on behalf of the LTCA on this question.

Email was received by Janice of Clark college referencing Brandy. Janice is sending an individual letter seeking clarification.

Discussion was had around the conflict felt about wanting benefits for our part time employees but also the fact that it is unfunded and can be so negatively impactful to both those employees and the students they serve.

**CLRA Certification**

Breakout room discussions were had around the CLRA document shared by Lindy to the distribution list (shared in canvas shell)

Takeaways from breakout rooms—Program positives: quality systematic training; prestige for students and program (resumes); “heavy set up/easy maintenance”; good value; worthwhile opportunity for skill building and relationship building. Tutoring may be more respected by faculty. Good marketing for recruiting tutors.

Program Negatives/concerns—CLRA wasn’t reliable for a period of time making recertification impossible; CLRA doesn’t provide consistent resources; expense; what are the benefits vs. costs (lots of cost and work—what’s the payoff?)

Lisa Sandoval and Janna Goodyear request information from CLRA certified programs. Please reach out to them at lsandoval@rtc.edu and jgoodyear@wvc.edu

**June meeting tentatively set for June 10th**

We will have one more Spring quarter meeting depending on ability to revisit discussion of 1050 rule. Shannon and Julia will report back about response (Janice mentioned she would as well).

**Board Meeting in Summer TBD**