

CCFT Council Meeting

Minutes

April 6, 2009

2:30-4:30pm

SAC East, Room 225

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Jan Hiley, Eric Hoffman, Allan Lönberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Francisco Ponce, Sadie Reynolds, Barbara Schultz Perez, Barbara Schultz Perez, Yaming Shen, Chuck Smith, Stephanie Stainback, Bill Stamos, Nancy Stucker, Elissa Wagner, Sylvia Winder, Joanne Wylie

I. **Minutes and Agenda:** Approved with no changes.

II. **Academic Calendar: 2010-2011**

The main question: when to have spring break given that Easter Sunday falls so late in the semester (April 24).

Input from reps:

- a. We need to think about and speak to people with kids; have spring break the week before Easter if it helps parents.
- b. It is difficult to find out in advance when other Districts will have spring break.
- c. Why do we have to wrap it around Easter? Let's just break in the middle of the semester.
- d. Try to find out what other schools usually do (even if we cannot get their schedules).
- e. Give parents a break.
- f. Break in the middle of the semester at week 9.
- g. Break the week before Easter; this would take place on week 11.
- h. Can we set the start and end dates for the spring and determine spring break later, when we know what other Districts are doing? Paul to inquire with Renee.

Discussion tabled.

III. **Update on Budget and Layoffs**

a. Budget

May Revise: will not be out until June. The state already has a budget passed. That was part of the 18-month deal. Outcome of the special election will impact the final budget.

Word from the CFT Convention is that the budget will continue to look bad in the future.

b. Layoffs

Update and confidential discussion about direction of negotiations.

c. Budget-related issue in BELA

Language programs consist of in class component and lab component. Lab component has been taught online. Renee announced that there would be no online courses in the summer; that instructors will now need to meet face-to-face with students for the lab time. Foreign language reps asked Grievance Officer Debora Bone to attend a meeting this Wed., April 8 at 3pm.

IV. Reports

- a. Membership, Vicki Fabbri: CCFT/CCEU Solidarity event went very well. Huge thanks to Michael and Eve for hosting. Over 100 in attendance.
- b. Contract Development, Eric Hoffman
 - i. AR 5040 Committee (sexual harassment & discrimination) met for the first time.
 - ii. Contract development surveys: went out last week.
- c. President, Paul Harvell
 - i. Asked for approval of funds for a gift for Eve and Michael for hosting event on April 3.
 1. Council approved up to \$100 approved for a gift for Michael and Eve Mangin.
 - ii. CCC & CCA Merger:

Discussions have taken place between the community college branches of the CFT (the Community College Council, CCC) and the CTA (the Community College Association, CCA) to possibly merge. There are about 27,000 members of the CCC (30% of CFT) and about 18,000 members of the CCA (10% of CTA). About 12,000 community college faculty belong to independent unions. The CTA is much larger and much more top down.

John expressed concerns about the possible merger and noted that we do not want to lose our formula-funded staff (Maya).

 - o Cons: Change to more hierarchical structure, increased dues, loss of formula-funded staff, and less of a focus on PT issues.
 - o Pros: possible increased representation of community college faculty.
 - o The majority of Council expressed concerns with a potential merger.
 - o Meeting to discuss the merger will be held on May 15-16 in Los Angeles.
 - iii. Committee membership:
 1. Tech factor grants committee (Charlotte Jensen stepping down): JoJo Mc Cleod.
 2. Staff development: Teresa Macedo interested.
 3. Program chairs: Contract language on selection of Program Chairs (11.9.3, 11.9.4) and evaluation (11.9.8 and 17.4.7 and Appendix GG) distributed. Note for negotiations: Add to language in contract: to be evaluated by all faculty (currently in appendix only).
 - iv. At the Board meeting tonight Paul will present the CCFT Salary Study.
 - v. Elections: Paul inquired if reps would be interested in two year terms. Council agreed to pursue.
- d. CCEU, Stephanie Stainback: 10 positions up for reduction. Asking for CCFT support for the following:
 - i. Freeze, not eliminate A & R technician.
 - ii. Computer Systems Maintenance Technician: save
 - iii. M & O: don't eliminate worker.
 - iv. Freeze program specialist in Student Employment

- v. Other 6 positions: face smaller reductions; CCEU is OK with these reductions.
 - 1. Motion to support CCEU made, seconded, and approved by voice vote.
 - 2. Paul to present supportive position at the Board meeting tonight.
- vi. The “freeze” process would essentially mean that these positions remain separate from the prioritization process.
- e. Grievance, Debora Bone
 - i. Layoffs: main issue.
 - ii. Unemployment appeal: the unit member won the appeal with the assistance of Pat Lerman (our CFT Field Rep) and Maya.
 - iii. Sabbatical Leave: According the contract, if a faculty member did not work a 100% contract the year before a sabbatical, then the majority of load for the last six years is used; if there is no majority, the average of the last 6 years applies. In question is whether a 75% contract faculty member who has an additional 10% adjunct contract gets to count their adjunct workload in such years for sabbatical purposes.
- f. Director, Maya Bendotoff
 - i. The Monterey Bay Labor Central Labor Council will hold its annual Awards dinner on Friday, May 1. Paul Harvell was nominated by EB as our Unionist of the Year.
 - 1. Council approved Mr. Harvell as CCFT’s Unionist of the Year.
 - ii. The California Part Time Faculty Association (CPFA) will hold its annual conference on April 18 in Santa Clara.
 - 1. Motion to pay for up to five faculty to attend (cost is \$20-\$30 per person) first, seconded, and approved by voice vote.
 - iii. Employee Free Choice Act: Information distributed to all reps and highlights reviewed. We will try to show a short video after our next council meeting.

V. Items from the Floor

- a. Earth Day: Turn it off: Wed., April 22. Earth week April 20-25.
- b. Complete evaluation forms for Taher- food services.
- c. Social Justice Conference: Saturday, May 2.