

**CCFT General Council**  
**Minutes**  
Wednesday, August 26, 2009  
1:00-3:00 pm  
Room 5005

Present: Sarah Albertson, Toni Alderson, Shiela Anderson, Meredith Babbe, Maya Bendotoff, Debora Bone, John Burns, Michele Chao, Bridgete Clark, Phil Carr, Kathy Cowan, Michael Edgehouse, Barbara England, Matt Escover, Vicki Fabbri, Jean Gallagher Heil, Ofelia Garcia, John Govsky, Jefferson Hancock, Olivia Hand, Julie Hanks, Debora Helms, Paul Harvell, Jan Hiley, Bill Hill, Eric Hoffman, Francisco Iñiguez, Julio Leal, Brian Legakis, Rhea Leonard, Denise Lim, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Tom Marshall, James Maughn, Kathryn McBride, Michael McCarthy, Robin McFarland, JoJo McLeod, Beth McKinnon, Patrick Meyer, Ron Milhoan, Dan Morgali, Katherine Niven, Lenny Norton, Rory O'Brien, Ekua Omosupe, Jo-Ann Panzardi, Dan Rothwell, Dave Reynolds, Sadie Reynolds, Joseph Ribiero, Barbara Schultz Perez, Barbara Schultz Perez, Yaming Shen, Chuck Smith, Rebecca Smith, Stephanie Stainback, Bill Stamos, Nancy Stucker, Jeff Tagami, Alex Taurke, Sharon Vaughn, Elissa Wagner, William Wallace, Kristin Wilson, Sylvia Winder, Joanne Wylie, Anna Zagorska (plus four)

**I. Introductions: CCFT Council Reps**

**II. Action Items**

- a. Approval of new reps: JoAnn Panzardi, NAS and Kristin Wilson, HASS formally approved as new division reps.
- b. Recommendation from Executive Board to approve the following negotiations team for health benefits: Debora Bone, Paul Harvell, and Maya Bendotoff.
  - i. Motion unanimously approved confirming the negotiations team for health benefits.
- c. Recommendation from Executive Board to approve the following general negotiations team: Paul Harvell, Maya Bendotoff, Eric Hoffman, John Govsky, and Teresa Macedo.
  - i. Motion unanimously approved confirming the negotiations team.
- d. Monterey Bay Central Labor Council Picnic: Recommendation for CCFT to purchase five tickets for the picnic.
  - i. Formal motion approved to purchase five tickets.
  - ii. Please contact Maya if you would like to attend the picnic.

**III. State of College, Paul Harvell**

- a. Handout distributed with bullets on highlights of budget.
- b. From the start of summer to the end of summer general budget planning parameters changed from being 1 million up to being 4.5 million down.
- c. Ending balance: about \$14.3 million for end of 2008-09; up from 12.7 million at the end of 2007-08.
- d. At this point it is unclear how much stimulus money (ARRRA: American Recovery & Reinvestment Act) the college will receive.
- e. There has been a significant state-mandated deferral of payments, thus cash flow has been a major concern in the business office.
- f. The monthly payroll for Cabrillo is around \$5-6 million.
- g. Alex noted that the college does have the ability to borrow money.
- h. Teaching units (TUs)
  - i. Adjuncts and students lose from cutting TUs.
  - ii. Most classes are currently full and have waitlists.

- iii. It looked like our TUs were way up, but the numbers have declined. In HASS: have cut so many TUs already. Is not counting fill wait lists.
- iv. The college cut 580 TUs from this year's budget to bring down the students. We are under by more than the units we have cut.
- v. Don't take too many extra students. Bring the students in at cap. Stick to the class maximum.
- vi. High school students: According to the process they are supposed to register last.
- i. It may be helpful for the executive body to develop guiding principles to guide the discussion.
- j. Do we keep absorbing in invisible ways or let people see how this impacts education? We need to have citizens acknowledge the lack of funding.
- k. CSU: have been asked to cut by 10%; they are not taking spring transfers.
- l. Any chance of changing to 12 month payroll?
- m. We need to engage students, let them know what they can do to improve the situation. Teresa offered to work on student handout.
- n. Need to educate the public about the positions that our legislators are taking; we also need to take a position on this.
- o. Is there a way to give priority to students in a major?

#### **IV. Health Benefits (refer to handout as well)**

In spring 2009, all employee groups and the college agreed to move from Health Net HMOs to Blue Shield HMOs. The main purpose of doing so was to contain the cost increases: Health Net was scheduled to increase 18% (\$1,012,606 for all employees) whereas the comparable Blue Shield plans were scheduled to increase by 14-16% (a cost increase to the District of \$806,814).

The final state budget cut community colleges by more than 8% over last year. In light of these significant funding cuts the college would like us to change to the Option 2 Low HMO; the Benefits Committee and union Council recommend approval an additional change to keep the costs down. If we switch to the Option 2 Low HMO it would save the college over a half a million dollars (the District will pay \$234,940 more for all employees for the year as opposed to \$806,814 more for Option 1). Co-pays for employees would increase (see handout). No changes are being proposed to the PPO plans.

The Low HMO sets the base District contribution for all of the plans. For full-time faculty the District pays 100% of the Low HMO as well as dental, life, and disability coverage. If full-time faculty members select a plan that costs more than the Low HMO, they pay the additional amount by payroll deduction. Thus, while the PPOs will not change, the change in out-of-pockets costs will be based on the District contribution which is directly tied to the Low HMO. For eligible adjunct faculty: the District-paid benefits stipend increases by the same percentage as the employee-only benefits stipend for contract regular faculty.

Discussion of changes. Note that Blue Shield now belongs to the same main medical groups in SC that Health Net belonged to, so most people should be able to stay with their primary physicians. If you would like to check your physician(s), see the Blue Shield directory posted on the Human Resources website.

- Moved, seconded, and approved to change to Option 2, the 25-500 Low Option Plan.

If we move to Option 2, we may change the High Level HMO to Option A (refer to handout). A survey was distributed at Council to solicit input on this issue. People who want the high-level HMO pay the difference between the low and high plans via payroll deduction.

**V. Negotiations**

Given the budget crisis, CCFT may agree to a one-year extension of the contract agreement. This would likely involve extending the term of the president and VPs. Discussion of salary and compensation ensued. Viewpoints varied from one person stating we absolutely need to push for salary increases to others suggesting a freeze in step and column.

**VI. Ad Hoc Committee Report, Jo-Ann Panzardi and Dan Rothwell**

A small Ad Hoc Committee of various employees and retirees met over the summer and has composed a list of recommendations on ways to address the budget crisis. Refer to handout for details.