

# CCFT Council

## Minutes

Monday, September 21, 2009

2:30-4:30pm

Room 225, SAC East

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, Claudia Close, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Jan Hiley, Eric Hoffman, Calais Ingel, Francisco Iñiguez, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Martha Orr, Jo-Ann Panzardi, Sadie Reynolds, Barbara Schultz Perez, Peter Shaw, Yaming Shen, Chuck Smith, Stephanie Stainback, Bill Stamos, Nancy Stucker, Elissa Wagner, Kristin Wilson, Sylvia Winder, Joanne Wylie

Absent: Julie Hanks, Michael Pebworth, Kristin Wilson

- I. **Approval of Minutes and Agenda:** Minutes and agenda approved
  
- II. **Action Items**
  - A. Approval of New Reps  
Calais Ingel (BELA), Francisco Iñiguez (BELA), and Peter Shaw (NAS) approved as new reps.
  - B. COPE: Bill Monning Event Oct. 29.
    - Council formally approved the purchase of 4 tickets (\$400) from COPE funds.  
Anne Lucero, Beth McKinnon, Michael McCarthy, and John Govsky would all like to attend.
  
- III. **Reports**
  - A. Treasurer's Report, Nancy Stucker  
Nancy distributed and reviewed the proposed budget for 2009-10.  
Nancy to get back to Council with current amount in our legal reserve.
    - Budget formally approved
  - B. CCEU, Stephanie Stainback
    - i. CCEU appreciated working with us on benefits.
    - ii. Full contract is up this year. Every item will be on the table.  
CCEU wants to be sure that all of the negotiations are across the board.
    - iii. 2010-2011 budget: discussion about reorganization; cuts in student services
    - iv. Managers' proposal: created a firestorm. Doesn't show the leadership desired.
  - C. President's Report, Paul Harvell
    - i. Managers' proposal moved to end.
    - ii. Rep from each division to send email update.  
Communication will be critical, esp. if we are talking about concessions.  
The following reps will send an email:
      - BELA: David Lau
      - NAS: Jo-Ann Panzardi

- HASS: Chuck Smith
  - VAPA: Sarah Albertson & JoJo McCleod
  - HWPEA: Anne Lucero
  - Counseling: Olivia Hand and Barbara Schultz
  - Library: Martha Orr
  - Instructional Development: Jeff Hancock
- D. Director's Report, Maya
- i. Health benefits: open enrollment runs through the end of the week.
  - ii. Handouts: Gov. Board Roster, Leaders Sheets, Talking Taxes handout
- E. Membership Chair, Vicki Fabbri
- i. Cards sent around for Dennis Etlar, who has been ill, and the family of Jeff Towle.
  - ii. Vicki and Teresa are looking forward to hosting Oct. 5 training event.
- F. UCSC Update, David Lau
- Information provided on strike organized by UPTe this week. Action on Thursday: unclear what will happen, may roll over to Friday.
- Motion of solidarity passed in support of UCSC workers.

#### **IV. Leadership Teams**

- A. Membership Team
- Goals:
- One rep training per semester (October and March).
  - Celebrations: Dec. celebration at end of the meeting. Spring party
  - Work on effective communications strategies to activate membership
  - Active recruitment of divisions needing reps
- B. Solidarity and Community Team
- Ideas:
- Need to reach out to the community, let them know what is happening internally
  - Merge with COPE
  - Community TV panel to talk about impact of cuts
  - Series of meetings to discuss issues
  - Individually submit letters to the editor
- C. PT Issues Team
- Job security: main item of concern. Program Chairs are key. Plan to meet with PCs and Board members.
- D. Budget & Negotiations Team
- Goals:
- Educational activity for the next council meeting
  - By Dec. need to be clear about what concessions we would be willing to make.

- Talked about the statement on values, goals, criteria.
- Stay updated on what other schools doing.

## V. Negotiations Related, Paul Harvell

- A. Side Letter of Agreement: Director of Basic Skills  
Special projects not in the contract are limited to 2 years; the union must agree to an extension. Paul asked for approval to sign a SL to maintain the Director of Basic Skills at .5 FTE reassigned time, the position is categorically funded.
- SL approved unanimously.
- B. Side Letter of Agreement: Allied Health Director  
The current Director of Allied Health is resigning at the end of this year. Proposal in the SL is to take that job, divide among 2 faculty members. The Nursing PC would thus become an Academic Specialist Director and the Stroke Center Director would become the Stroke Center/ Allied Health Academic Specialist Director. Anne Lucero noted that at some point the position may need to become administrative for various reasons including compliance with accrediting agencies, administrative authority, and compensation.
- SL approved pending additional input from the faculty members in the affected areas.
- C. Counseling: 185-day calendar  
Information item: CCFT leadership is trying to work with Dennis and Counseling to resolve the issue of whether or not to change the work year for counselors to 185 academic days. For several years counselors have worked an additional 10 days, it would make sense for various reasons to have this formalized in the contract.
- D. Academic Calendar:
- Spring break is scheduled mid-way through the semester.
  - CCFT asking to the District to include Jan. 31 in flex week so adjuncts get 5 paychecks.
  - If winter 2011 is cancelled we can re-open the calendar.
  - Summer of 2010 is scheduled to be June 21-July 31: 4 and 6 week session.
    - Should we help current students before we help high school students? Changed from two 4-week section that we are no longer going to offer.
    - Faculty split on whether or not to start at an earlier date (June 14).
  - Consensus to poll faculty to see what starting date is preferred (June 14 or June 21).
  - Stephanie to seek input from CCEU in general, A & R in particular.
- E. Salary Re-opener:
- Council formally accepted that our pay will be the same this year as it was last year (0% increase).
- Item will now move to formal negotiations.

- F. Extension of the contract for one year?  
Council discussed extension of the contract for one year if we can have a subcommittee address the issue of reemployment preference in the spring.  
One rep noted that if we don't have a contract we can strike.
- G. SL of agreement on impact of layoffs signed: Finally got the District to agree to cash flexibility: \$10,000 in lieu of a year of health benefits.
- H. Adjunct stipend: proposal to increase the District contribution to cover the least expensive HMO for adjunct faculty.

**VI. Communications**

Talking points:

- Calendar: CCFT to seek faculty input on starting date for Summer 2010.
- Salary: CCFT will go into negotiations expecting to no increase for last year or this year.
- Possible extension of contract for a year
- Health Net: need to enroll by Friday
- Motion of solidarity with UCSC workers
- SL of agreement re. impact of layoffs