



CCFT Council Minutes

Monday, February 22, 2009
2:30-4:30 PM
Sesonon House, Room 1804

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, Bridgete Clark, Claudia Close, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Jan Hiley, Eric Hoffman, Calais Ingel, Francisco Iñiguez, David Lau, Allan Lönberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Martha Orr, Michael Pebworth, Francisco Ponce, Sadie Reynolds, Barbara Schultz-Perez, Peter Shaw, Chuck Smith, Nancy Stucker, Elissa Wagner, Kristin Wilson, Joanne Wylie
Absent: Chris Dyer, Ron Milhoan, Jo-Ann Panzardi, Michael Strunk
Guests: Jason Malone, Sylvia Winder

I. **Approval of Minutes & Agenda**

- A. December 9 minutes approved.
- B. February 3 minutes approved after the addition of Claudia Close, Jan Hiley, and Nancy Stucker to attendees.
- C. Agenda approved.

II. **Action Items**

- A. Approval of new Council reps
 - Michelle Chao (HASS) and Bridgete Clark (HWPEA) approved as new council reps.
- B. Approval of CFT Convention delegates
 - John Govsky, Jefferson Hancock and Maya Bendotoff approved to serve as Convention delegates.
- C. Approval of funding for t-shirts
EB has recommended that we start with about 100 t-shirts, at an approximate cost of \$1,150. Donations of \$5-\$15 will be made per shirt.
 - Council approved spending approximately \$1,150 for the order and production of the shirts.

III. **Leadership Teams**

- A. Solidarity & Community
 - i. March 4 Day of Action: Noon rally in quad or near student service building. Rally at the town clock in the afternoon; there may be some vans to shuttle students. Rally planned for Watsonville in the afternoon.
 - Motion approved to support the March 4 educational day of action.
 - ii. March 22 March in March: Students at Cabrillo have sponsored 3 buses. Let Debora or Allan know if you can volunteer.

- Motion approved to contribute \$200 from CCFT COPE to organizers of the March in March.
 - iii. Reel Works Film Festival. CCFT is helping to coordinate the following showings:
 1. May 2 at the Watsonville Center: cannery strike in the 1980s
 2. May 5: Bound for Glory
 - iv. March for California's Future: March 5-April 21 walk from Bakersfield to Sacramento to highlight the need to protect and restore quality education for all Californians.
 - v. Governing Board Elections: Alan Smith, Gary Reece, and Claudine Wildman up for election.
- B. Membership
- i. April 16 Burrito Bash: 4-7 pm (previously announced as 5-8pm). Team divided up tasks. Note; VAPA fundraiser the same night.
 - ii. Postponing the rep training for next Monday: training to be rescheduled.
 - iii. No official PC rep on the union. Liaison may be needed? Paul asked that we add to agenda for next meeting.
- C. Part-Time Issues
- i. AB 1807, a bill on rehire rights, will be taking final form in the next couple of weeks.
 - ii. Can we find a way to unite around shared principles and priorities? One council rep recommended coming up with suggestive language on this item.
- D. Budget & Negotiations
- i. Discussed where budget cuts are at; may translate into one additional layoff in EOPS.
 - ii. Discussed provision of educational information to Council.
 - iii. May work on training a small group of budget experts.
 - iv. Noted that certain discussions about negotiations are confidential. At the end of each negotiations session “

IV. Negotiations

- A. Interest-based bargaining is used in CCFT/District negotiations. Rather than focusing on a particular solution to a specific problem, teams discuss interests (or concerns behind an issue), and look to develop solutions based on criteria. Handout distributed. Trying to problem solve. Council developed the following interests as pertains to reemployment preference:
- i. Cohesive faculty with less divisiveness
 - ii. Health and wellness of all members
 - iii. Opportunity for advancement
 - iv. Job security
 - v. Increased stability of staffing
 - vi. Consistent & predictable income
 - vii. Continuity
 - viii. Acknowledge the role of both adjunct & full-time play in the quality of education

- ix. Increased job security linked to seniority
 - x. A clear and fair process for addressing competing needs
 - xi. Clarity and transparency of assignment
 - xii. Recognition of longevity
 - xiii. Quality of education
 - xiv. Retention of excellent faculty
 - xv. Rigorous hiring & evaluation for all faculty (Claudia Close noted that the hiring process for adjuncts has recently been relaxed).
- B. Layoff Process
Some faculty members may receive layoff notices. Stroke Center, EOPS, DSPS, and Counseling would most likely be the areas affected.
Process: Deadline for notices of intent to layoff: March 15. Final deadline for approving layoff notices: May 15. In between these two dates CCFT will represent faculty members in layoff hearings. Please have affected faculty members contact Maya.
- C. Other: Issues raised regarding history of past salary increases and improvements for adjunct faculty members.

V. Reports

- A. President, Paul Harvell
- i. SLRB vacancy: Chuck Smith agreed to serve.
 - ii. Elections: Paul's term is up at the end of the year. Pres & VP positions will be open. Leadership is a process, not a person.
- B. Grievance Chair, Eric Hoffman
- i. Meetings with administrator: unit member can ask for a union rep in the case of discipline. Needs someone to attend as a witness.
 - ii. Chinese has been completely cut (not really defined as a "program.")
 - iii. Level II Grievance underway.
- C. Director, Maya Bendotoff
- i. Working on issues of workload limits, compensation, and adjunct retirement with various unit members.
 - ii. AFT/NEA Higher Ed Conference March 26-28.
 - iii. CFT Leadership Institute: June 28-30.

VI. Items from the Floor

- A. Sylvia Winder: MLK ceremony at noon in the quad on Thursday.
- B. Michael Pebworth: Cabrillo College Democrats could use another advisor.