



## CCFT Council Minutes

Monday, March 15, 2010  
2:30-4:30 PM  
Sesnon 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, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Martha Orr, Jo-Ann Panzardi, Michael Pebworth, Francisco Ponce, Sadie Reynolds, Barbara Schultz-Perez, Peter Shaw, Chuck Smith, Nancy Stucker, Elissa Wagner, Kristin Wilson

Absent: Chris Dyer, David Lau, Ron Milhoan, Michael Strunk, Joanne Wylie

Guests: Arturo Cantu, Sylvia Winder

### I. Approval of Minutes & Agenda

- A. Minutes: Approved.
- B. Agenda: No changes.

### II. Action Items

- A. Motion made and seconded to approve Eric Hoffman as CCFT's "Unionist of the Year."
  - Motion passed
- B. Motion made and seconded to allocate \$500 from general funds to the scholarship fund for Pegi Ard (retirement gift).
  - Motion passed

CCFT will also include any personal contributions. If you would like to contribute, please write a check to the Cabrillo Foundation prior to April 9.
- C. Proposal regarding PC liaison:
  - i. Non-voting member would maintain communication with Program Chairs. Could be someone who is already on Council, could be a new PC.
  - ii. Moved and seconded to select a liaison from Council to PC meetings (OK if it is not a PC). Discussion: The sense of Council may vary from what PCs think (this topic came up in membership team meeting).
    - Motion approved.
    - Jo-Ann Panzardi selected to serve as the PC liaison this semester.

### III. Negotiations

- A. Status of negotiations: Teams plan to finalize conceptual agreements this week.
- B. Salary: In follow-up from the last Council meeting, Paul wanted to clarify that the reason our salaries have fallen significantly is not due to an emphasis on adjunct issues. (It is true that our salaries have fallen.)
  - i. In the last round of negotiations: teams spent a lot of time on PC matrix, some time on retiree benefits, time on overall salary. Very little time was spent on adjunct issues.
  - ii. Internally: we have spoken more about adjunct issues. This relates to the complexity of the issue. Salary: we all agree quickly that raises are needed.

- iii. Last round of negotiations: Teams focused on salary, benefits (which benefits primarily contract/regular faculty), and adjunct equity issues.
- iv. Current negotiations: We did not ask for a salary increase. No one is asking for a pay increase right now. When times get better, we will go after salary. For now CCFT has asked to avoid firing people and to avoid pay cuts. Statewide: many financial difficulties have been pushed into the future; it may be a few years before the state increases funding to the colleges.

Comments from Council:

- v. Future salaries: CCFT needs to be prepared and have a strategy.
  - vi. CCFT must continue to examine the college budget and ending balance.
  - vii. As the market improves it is a greater risk to have lower salaries.
  - viii. Cabrillo wants to get top-class faculty, maintain a top state-wide ranking in terms of excellence.
  - ix. COLA needed each contract cycle. When COLA comes along, don't talk about it.
  - x. Thanks to the current negotiations team for successfully resisting the attempt for a 3% decrease in salary.
  - xi. Need agreement in principle that we want to be in the top quarter of salaries in the state.
- C. At the last CPC \$400K was added as a line item to take care of maintenance. What is our response to them adding things back in the budget? CPC reps could oppose new augmentations at CPC.
  - D. Faculty Senate will be pushing for a lot of contract positions in the next year.
  - E. Update on Counseling: Discussion of work year for counselors quickly turned into a budget discussion and then ended.

#### IV. **Counseling: Budget Cuts & Negotiations**

Olivia, Francisco and Barbara updated Council as to recent developments in Counseling:

- A. 3 counselors received pink slips as of March 11. 2 Counselors positions are being cut/absorbed. All adjunct units have been depleted. 1 retirement & 1 resignation have not been replaced.
- B. Faculty Senate has recommended a ratio of 900:1; the current ratio is 1300:1.
- C. Many counselors are concerned about the quality of counseling.
- D. Many programs, EOPS, Fast Track, have supplemental services that are being cut.
- E. Hope for administration: to reschedule 175-day work year.
- F. Clarification: counselors currently work the same 175-day calendar as regular FT faculty; by mutual agreement other days can be agreed to.
- G. Sets dangerous precedent to change the work year. Counselors sit on shared governance committees. Many times the counselor brings a unique understanding that addresses student concerns. Need to be at division meetings, held twice a month. Critical training provided at meetings.
- H. Counselors are already at maximum load. Rescheduling implies that there is a down time.
- I. Per diem: for the last 20 years counselors have worked one week before flex week fall and spring and have been paid at the contract daily rate (as opposed to the adjunct rate).
- J. If adjunct units are gone, does it mean per diem money is gone? No.
- K. The effects of budget cuts and layoffs are still unclear.
- L. Elissa: At what point do layoffs become an unfair labor practice? Workload issue.
- M. EOPS counseling positions being eliminated.

- N. Services of counselors: very much needed by students.
- O. Acknowledged by council that the entire college relies on counseling services.
- P. Moved, and seconded to support counselors to maintain 175-day calendar; that counselors not be required to work in the summer unless they agree to do so.  
Discussion: workload issues need to be monitored.  
➤ Motion passed.

## V. Layoffs & Reductions

- A. Layoffs: layoff notices have been given to
  - EOPS: 2 faculty members
  - Counselors: 3 faculty members (one is a formality)
  - Stroke Center Director
 ➤ Motion approved to represent affected faculty members.
- B. Stroke Center Update  
News came in Monday that the Stroke Center will be assisted through next year with donations that have been held by the Cabrillo Foundation. This will help maintain all of the current Stroke Center faculty at 75% and will help some of the classified staff in DSPS. 5 classified staff will be saved one month each. The Stroke Center Director position has been reduced. Debora noted that the District need to negotiate such reductions, cannot make unilateral changes.

## VI. Leadership Teams

- A. Solidarity & Community:
  - i. MBCLC Labor Awards Dinner:
    - Motion approved for COPE to fund four people to attend at \$125/seat. Approved.  
Eric Hoffman, Sarah Albertson will attend.
  - ii. Bill Monning Dinner:
    - Motion approved to send two people to Bill Monning event; to be paid for with COPE funds  
Anne Lucero will attend.
  - iii. Petition to change super majority to simple majority to pass a state budget distributed for signatures. Council reps encouraged to collect signatures as well.
  - iv. March in March: Next Monday, March 22.
- B. Membership  
Burrito bash: tasks well divided.  
➤ Motion approved to spend up to \$500 from general funds on the burrito bash.
- C. Budget & Negotiations  
Status of current budget discussed. Strategies for receiving salary increases will be a priority.
- D. PT Issues  
PT reps plan to organize meetings with administrators

## VII. Reports

- A. President's Report, Paul Harvell:
  - i. CCC/CCA Merger: Proposed merger between the community college branch of the CFT an and the CTA. How do we make the organizations work together? Noted that CTA has much higher dues.

- Will be ratified at some point in time. Hopefully this would create a stronger voice for the community colleges. Complaint: they are waiting to ratify until the end.

*Comments*

- How many people have a seat on the community college service board? Will any services be eliminated or reduced? SEIU merger: dues went for 1.25% to 2%.

- Feeling cynical.

- Democratic decision-making and transparency are important here; CFT should have garnered democratic support to move forward. Significant time and energy will be put into this over the next couple of years; at that point a "no" may seem to express bad faith to our counterparts in the CCA. Not necessarily convinced that bigger is better in this case. Encouraged reps and members to pay attention and participate in these discussions. Noted some organizational differences between CFT and CTA.

- Item to be agendaized in the future.

- ii. Over-enrollment for spring: went from 500 to 470. There may be more pressure to cut TUS.

B. CCEU, Stephanie Stainback

- i. Layoffs: Had 20 affected, now they are down to 14. Making 6 whole for one-year. They were at 6.72 FTE reduction.
- ii. Membership meeting March 19.
- iii. Negotiations: stagnant salary syndrome. Appreciate the work of Paul Harvell and Maya Bendotoff.
- iv. Will want to work with CCFT for emphasis on salary when money returns.
- v. Drawing the line on budget augmentations in CPC is a good idea.
- vi. Really appreciates the solidarity work
- vii. Direction from CCEU Board: solidarity a top item

C. Grievance Chair, Eric Hoffman

Eric noted that a Level II grievance has been filed in regards to a leave issue.