



CCFT Council Minutes

Monday, May 17, 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, Chris Dyer, Vicki Fabbri, John Govsky, Jefferson Hancock, Paul Harvell, Jan Hiley, Eric Hoffman, Calais Ingel, Francisco Iñiguez, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, Beth McKinnon, Martha Orr, Jo-Ann Panzardi, Michael Pebworth, Francisco Ponce, Barbara Schultz-Perez, Peter Shaw, Chuck Smith, Nancy Stucker, Elissa Wagner, Kristin Wilson, Joanne Wylie

Absent: Michael Edgehouse, Olivia Hand, David Lau, JoJo McLeod, Ron Milhoan, Michael Strunk

Guest: Arturo Cantu

I. Approval of Minutes and Agenda

- a. Minutes approved.
- b. Agenda: Addition of Budget Update under Pres. report

II. Year in Review: Council Input on What Went Well

- a. Connection & updates
- b. Protection of counseling issues
- c. Leadership teams: productive, interactive
- d. Training (ongoing training requested)
- e. Coalition building with CCEU
- f. Discussion at meetings
- g. Email updates from division reps
- h. Budget discussions (need to demystify budget more)
- i. Small groups

III. CCFT Elections

Nominees and timelines reviewed for upcoming CCFT elections.

IV. Contract Agreement: Governing Board Response

- a. Gov. Board unhappy with lack of contractual changes in counseling. Each Board member spoke to displeasure with lack of changes.
 - i. Report from meeting: Gov. Board members noted that they all expected some change, did not see any.
 - ii. From CCFT's perspective, the Gov. Board should have been in more contact with the District's negotiating team.
 - iii. The CCFT team believed that the District team was trying to solve various problems with one solution that was not necessarily the most relevant option.
 - iv. Still under consideration: how counseling will deal with a significant decrease in funding in the coming years.
 - v. CCFT believes that counselors need to be included in the discussions.

- vi. One counselor noted that Counseling has reserved and conserved funds to pay for summer; this is a structural issue that has never been addressed.
- vii. Another counselor noted that counselors have been portrayed as inflexible, which is not the case.
- viii. One question counseling may need to address: how can the jobs be restructured in order to do less with less?
- ix. Big picture: Board concern is budget. CCFT may be able to assist with problem solving.

V. Proposed Increases in Health Benefits

Current projection for the increase in health benefits next year for all employee groups is \$750,000. The District may ask us to discuss for 2010-2011, or they may use one-time funds to get us through the year and ask for changes the following year (2011-2012).

VI. Leadership Teams

Teams met to discuss the year in review and share an oral evaluation with the group.

- a. Budget
 - i. Went well: survived; held off of additional concessions; addressed the net ending balance; did a decent job understanding how different groups are impacted by budget cuts.
 - ii. For next year: have Council provide parameters for CPC reps; develop strategy and priorities for what to push for when the budget improves; conduct comparative area-to-area analysis.
- b. Membership
 - i. Went well: end of year party; good fellowship, kindness & generosity; and spring solidarity burrito bash.
 - ii. For next year: More contract information; more info from CCFT Pres on a weekly basis.
- c. Adjunct Issues
 - i. Went well: met with Governing Board members; slight improvement in rehire rights; slight improvement for health benefits.
 - ii. Next year: clear message as to adjunct issues; need conduits to and from adjuncts; bargain SDI.
- d. Solidarity & Community:
 - i. Went well: enjoyed having meeting time at Council; community TV show; editorials to Sentinel
 - ii. Motion \$500 to John Laird campaign

VII. Reports

- a. President, Paul Harvell
 - i. Acknowledged the work of Eric Hoffman, CCFT Unionist of the Year.
 - ii. Appropriate dividing line between what is union work and what is not union work. Need to tend to the boundaries of our bargaining unit. May involve: Chinese extension, summer arts, AC

- iii. Academic calendar: will send an email about dates for the 2011-2012 academic year.
 - b. Steph, CCEU Report:
 - i. Concerned that there may be further staff reductions to help deal with increases in health benefits.
 - ii. Issues with job announcements vs. job descriptions.
 - c. Maya, Director
 - i. CCFT has filed a Level II Grievance re. adjuncts who retire with CalSTRS. In accordance with the CCFT Contract, CCFT upholds that adjunct unit members do not lose reemployment preference upon retirement with CalSTRS. Adjuncts are hired on a term-to-term basis and reemployment preference is locally negotiated. Our contract lists specific reasons for losing reemployment preference, retiring from CalSTRS is not one.
 - 1. Moved and seconded, and approved to take the issue to arbitration if needed.

VIII. Budget, Priorities, and College Mission: Barbara Schultz-Perez and Yaming Shen

- a. No Chinese courses being planned for this academic year. Decision-making process is sketchy at best. Letter & presentation has been made to the Board.
- b. Understanding that cuts were to be made proportionately across BELA: this was not true.
- c. Decision making: fell outside prioritization process, Program Chair was not involved, program faculty were not involved.
- d. No data corroborating the decision has been produced.
- e. The Dean is uninterested in further meetings regarding this issue.
- f. Faculty Senate: Initial response: stunned. Then they did not want to address the issue given that Chinese is a discipline, but not a program (FS purview is to review cuts to programs).
- g. One rep mentioned that she has been involved in the process for cuts in her department and division. Perhaps faculty involvement was lacking in this case? Lack of involvement & advocacy of PC noted.
- h. Community pressure needed to reinstate Chinese courses.