



CCFT General Council Meeting

Wednesday, August 25, 2010

1:00 – 3:00 pm

Horticulture, Room 5005

Present: Toni Alderson, Sarah Alberston, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, John Burns, Arturo Cantu, Bridgete Clark, Zarmina Dastagir, Vicki Fabbri, John Govsky, Paul Harvell, Jan Hiley, Eric Hoffman, Steve Hodges, Calais Ingel, Francisco Iniguez, David Lau, Rhea Leonard, Anne Lucero, Teresa Macedo, Michael Mangin, Tom Marshall, James Maughn, Michael McCarthy, Beth McKinnon, Patrick Meyer, Lenny Norton, Rory O'Brien, Martha Orr, Jo-Anne Panzardi, Michael Pebworth, Sadie Reynolds, Joe Ribiero, Albi Romero, Peter Shaw, Yaming Shen, Barbara Shultz-Perez, Lalu Simick, Chuck Smith, Rebecca Sith, Susan Stuart, Nancy Stucker, Larry Thronson, Merritt Tucker, William Wallace, Joanne Wylie,

I. Introductions

II. Announcements/Action Items

- A. Cards for retirees (*signed, sealed, delivered...*)
- B. Health Benefits: Open enrollment August 23-Sept. 2 (*announced*)
- C. Approval of new Council Rep(s): Arturo Cantu, Teresa Macedo (*approved*)
- D. Approval of five tickets to MBCLC Labor Day Picnic (*approved*)
- E. Approval of negotiations team: PH, MB, JG, VF, EH (*approved*)
- F. Cal Labor Fed three month special assessment: 3 months, .65/per member, to be paid out of general fund (\$183.00 for three months) (*approved*)

III. Budget & Negotiations

- A. Over Enrollment
 - i. Union members need to be able to articulate logic for not going over cap.
 - ii. If we are over cap the state assumes we can serve more students on current funding.
- B. Process for Discussing Health Benefits for 2011-2012
 - i. It's up to Council how we want to proceed
 - ii. Admin concerned about next year's budget; they wanted us to change plans again for the current year but we said no given that changes were made last year.

- iii. District is paying some \$700k more to cover us this year than last, if cost continues to increase district says can't pay. Questions arising:
 - 1. Do we want to maintain firmness on basic plan?
 - 2. Are we willing to share costs with district?
- iv. Admin wants to survey employee ground (comment from Council to review survey for bias.)
- v. Comments
 - 1. Let's not be divided—think of different life circumstances.
 - 2. District is asking for give-backs, a slippery slope
 - 3. Cafeteria plan? Pay according to individual circumstances (some feel shortchanged having to pay for plans since don't have family. Others suffer with increased family premiums)
 - 4. Furloughs and pay cuts instead of insurance cuts???
 - 5. The majority of adjunct faculty members are not covered by health benefits plans.
 - 6. Another way is to cut departments (will affect adjuncts most).
 - 7. We could negotiate the percentage that goes to instruction vs. admin/overhead as a way to get more out of funding
 - 8. We need a broad based social/public education movement

C. Re-openers: Interdisciplinary Courses, SDI, Salary

- i. State Disability Insurance (SDI): the state passed legislation to allow bargaining unit to negotiate, and then PT faculty to elect, to have state disability insurance. PT faculty have expressed much interested in SDI. The union will pursue negotiations on the subject. SDI would be paid for by a 1.1% payroll deduction of gross income from the paychecks of part-time faculty.
 - 1. Motion for negotiating team to move forward with negotiations regarding SDI (*approved*)
- ii. District had requested to reopen interdisciplinary courses this year. CCFT will consult affected faculty members prior to negotiating.

- iii. Going forward with 0% salary increase this year; the District would like all employee groups to consider changes in health benefits for next year.

D. Update on Work Year for Counselors

- i. Counseling made it through the summer as they have in the past: counselors flexed their hours. At this point it does not appear that there is a need to revisit the work year for counselors.

IV. Level II Grievance

A level II grievance has been filed on regarding loss of reemployment preference for adjunct faculty members who retire with CalSTRs. The Contract is clear on under what conditions faculty lose reemployment preference – retirement is NOT a reason for adjuncts to lose reemployment preference.

- A. Admin denied Level II Grievance (logic: we don't give reemployment preference to full-timers when they retire)
- B. The next step is arbitration. Council has already approved CCFT to move forward in this direction.

V. November Elections

A. Governing Board Elections

- a. Area I (Scotts Valley/SLV): Donna Zeil and Robert Tosto are both running Zeil gets very high marks from council members, no one knows Tosto. Both Zeil and Tosto have asked for labor council support.
- b. Area VI (Aptos/La Selva): Neither Martin Avila nor Alan Smith have asked for MBCLC support. Smith has asked for CCFT support, CCFT leaders believe he has done a good job. Opponent Avila is very conservative incumbent.

B. Ballot propositions:

- a. YES on 24 and 25