



CCFT Council

Minutes

Monday, October 18, 2010

2:30-4:30pm

Sesnon House, Room 1804

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Michelle Chao, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Paul Harvell, Janet Hiley, Eric Hoffman, Calais Ingel, Francisco Iniguez, Brian Legakis, Anne Lucero, Jason Malone, Michael Mangin, Michael McCarthy, Beth McKinnon, JoAnne McLeod, Martha Orr, Jo-Ann Panzardi, Francisco Ponce, Sadie Reynolds, Peter Shaw, Barbara Shultz Perez, Chuck Smith, Debra Spencer, Sephanie Stainback, Nancy Stucker, Elissa Wagner, Joanne Wylie

Absent: Bridgete Clark, Sarah Decelle, David Lau, Teresa Macedo, Ron Milhoan, Michael Pebworth, Susan Stuart, Kristen Wilson

I. **Approval of Minutes and Agenda**

Approval of minutes of September 20: Jefferson Hancock was present—minutes will be changed accordingly. —*Approved*

Agenda: Update on nurses strike, CCEU report, and modifications to disciplines all inserted (see II). —*Approved*

II. **Added Agenda Items**

- A. Nurses to strike, Anne Lucero: On Tuesday Oct. 26th the Watsonville nurses will be out on strike for 12 hours (6:45a-7:15pm); the hospital may lock them out. Any support would be much appreciated.
- B. CCEU Report, Stephanie Stainback: CCFT and CCEU need to work together in response to the budget situation and health benefits.
- C. Disciplines/FSAs, Maya: The Faculty Senate is looking at updating the disciplines list; this may impact the FSAs (CCFT would negotiate any changes in consultation with the Faculty Senate).

III. **Arbitration and Related Faculty Emails**

- A. Contract text distributed and language reviewed.
 - i. Key: nowhere in 16.8.5.1 does the contract allow reemployment preference to be terminated due to STRS retirement.
 - ii. The issue of whether or not full-time faculty members should have reemployment preference does not affect our level III grievance. It is a separate issue can look at in the next round of contract negotiations.
 - a) Motion to bring this up for negotiations in two years.

➤ *Approved.*

- iii. PTers don't actually "retire" in the same sense as full-time faculty. Accurate language: PTers collect STRS but don't "retire."
- iv. One faculty member expressed concern that this provision disadvantages newer adjuncts in that they will bear brunt of TU cuts.
 - a) The argument against 16.8.5.1 is against a seniority system for part-time faculty.
 - b) Various reps acknowledged that this may be the case, but that is what has been agreed to (the tenure system is also based on seniority). All of the CCFT Contract Development surveys have signaled that seniority-based job security is a top priority for part-timers
 - c) Motion: to investigate the impact that reemployment preference has on adjuncts with lower seniority.

➤ **Motion failed.**

IV. College Budget

- A. PH reviewed 3 methods of estimating budget outcomes for next year (refer to handout).
 - i. We are basing this on incomplete information
 - ii. Even if this year results in surpluses, we are low on cash that we can divert to salaries (though we now have funds through February to pay salaries)
 - iii. District wants to avoid borrowing
- B. We know that for several years the college has planned for deficits or very small surpluses but in reality ran large surpluses.
- C. Options for moving forward discussed at some length.

V. Leadership Teams Teams met for 25 minutes and then reported back to Council

- A. Membership Team: Report Back on Rep Training 10/4 (12 in attendance)
 - i. Activities
 - a) Small group discussion, use of bulletin board, navigating new website, bulk of time spent hands-on with contract online doing scenario searches
 - b) Feedback unanimously positive—working interactively with contract deemed particularly useful. We want to do more of this.
- B. Benefits
 - i. We don't know enough—we don't even know what the increase would be for a cost sharing option, won't know until finals week in Spring
 - ii. Need to look at benefits in the context of the bigger picture.
- C. Solidarity and Community
 - i. Phone bank: Oct. 28th
 - ii. Door hanging for Progressive Coalition on 30th, 31st,
 - iii. Team reps to distribute CFT cards in faculty mailboxes

VI. Pat Lerman: Report from CFT

- A. This election is pivotal, polls are close—gubernatorial and senatorial
- B. LA: 45,000 teachers publicly announced as ineffective based on standardized test results—one already committed suicide. Pajaro is about to do same.

VII. Agenda Building for November 15

- A. Discussion on how we distribute minutes
- B. Contract education
- C. Budget and negotiation