



## CCFT General Council

### Minutes

Wednesday, February 2, 2011

1:00-3:00pm at Horticulture Center, Room 5005

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, David Balogh, Debora Bone, Rosemary Brogan, Enrique Buelna, Jason Camara, Arturo Cantu, Bridgete Clark, Claudia Close, Zarmina Dastagir, Michael Edgehouse, Dennis Etler, Vicki Fabbri, Nancy Fetterman, Joyce Flager, John Govsky, Jefferson Hancock, Paul Harvell, Jan Hiley, Steve Hodges, Eric Hoffman, Shawn Houghton, Calais Ingel, Francisco Iniques, Helen Jackson-Jones, Tobin Keller, Jennifer Lee, Brian Legakis, Rhea Leonard, Allan Lonnerberg, Anne Lucero, Teresa Macedo, Michael Mangin, Robyn Marshall, Michael McCarthy, Beth McKinnon, Jo Jo McLeod, Patrick Meyer, Dan Morgali, Kathy Niven, Lenny Norton, Rory O'Brien, Martha Orr, Jo-Anne Panzardi, Wally Parham, Michael Pebworth, Sadie Reynolds, Joe Ribiero, Albi Romero, Barbara Shultz Perez, Peter Shaw, Yaming Shen, Howard Sherer, Rebecca Smith, Stephanie Stainback, Bill Stamos, Susan Stuart, Nancy Stucker, Merritt Tucker, Elissa Wagner, Marcie Wald, William Wallace, Krisin Wilson, Sylvia Winder, Micki Witzis, Joanne Wylie

Absent: David Lau, Jason Malone, Francisco Ponce

#### I. Introductions

#### II. Negotiations

##### a. Proposed state budget

- i. We have a good ending balance and reserves; we need to urge the Board to draw that down to get through this.
- ii. June tax extensions will make a huge difference—we will need to activate our membership, students, families and friends to support.
- iii. Best case scenario: we do not have to give concessions this year, but we will probably need to do so to get through the next years—e.g., cuts to programs.
- iv. The college is planning for a conservative mid-case scenario that will assume loss in June special election tax extensions.

##### b. State Disability Insurance (SDI)

- i. CCFT and the District agreed to put out to a vote, with the proposed start date October 1, 2011. PTERS will vote in late February. Ballots will be placed in mailboxes. Spread the word. Emails will be sent to all faculty.
- ii. Adjuncts should email Carol Jacobs at the helpdesk to make sure they are on the 'all faculty' email list. Maya also has a separate list serve for faculty members that use only non-Cabrillo accounts.

##### c. Interdisciplinary classes

- i. Re-opener: we are looking to refine the language (esp. re: Learning Communities) to clarify categories and workload expectations.

- d. Revisions to Appendix U: Faculty Service Areas (FSAs)
  - i. Faculty Senate updated the disciplines list to synch it with the state's list. CCFT and the District are negotiating corresponding changes to FSAs. The main area of concern is the Stroke Center. Refer to the February "Negotiations Update" for more info.

III. Other Updates

- a. Why not over-enroll? Still important to show state we're on target; don't want to cut additional courses next year; don't want class sizes to increase.
- b. Arbitration: reemployment preference for adjuncts who collect STRS
  - i. District started terminating seniority and reemployment preference of adjunct unit members over the past year.
  - ii. This is a change in past practice. In the past adjuncts that started to collect a STRS pension did not have their reemployment preference terminated.
  - iii. Contract reminders: cancelled classes count toward eligibility for health benefits, but adjunct faculty need to notify Human Resources if their class has been cancelled.
- c. CFT Convention: Approval of funding for delegates
  - Council approved funding up to five delegates to attend the CFT Convention March 18-21 in S. California.

IV. Small Group Breakouts

- a. Faculty in each division met in small groups, each individual shared a work-related concern and a way each individual can advocate for education statewide.
- b. Report Backs

	<b>Work Related Concerns</b>	<b>Statewide Advocacy/Support</b>
HAWK	<ul style="list-style-type: none"> <li>• Focused on advocacy →</li> <li>• Want more PT engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Media is trashing educators</li> <li>• Need to do Op Eds</li> <li>• Sign up for COPE</li> </ul>
VAPA	<ul style="list-style-type: none"> <li>• Enrollment—we have the right to decide who we add</li> <li>• There are concerns about fall cuts of classes</li> <li>• Repeatability of classes</li> <li>• Ethics of Program Chair elections</li> </ul>	<ul style="list-style-type: none"> <li>• The concern that adjuncts are underpaid is legitimate. But this does not mean that contract members are overpaid.</li> </ul>
HASS	<ul style="list-style-type: none"> <li>• Over-enrollment—students</li> <li>• Erosion of support services</li> <li>• Assignments</li> <li>• Supplies, classrooms, space</li> <li>• Efficiency model</li> <li>• TU &amp; program cuts</li> </ul>	<ul style="list-style-type: none"> <li>• Unions should frame discourse on tenure</li> <li>• Join COPE and FACC</li> <li>• Letters to the editor</li> <li>• Talk to neighbors</li> </ul>

NAS	<ul style="list-style-type: none"> <li>• Textbook costs</li> <li>• Classroom size</li> <li>• Office space</li> <li>• Job security/stability based on FT/PT, dept., etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Want a list of things we can do</li> </ul>
Health/Lib/ Instructional/ Counseling	<ul style="list-style-type: none"> <li>• Small things prevent accessibility for students</li> <li>• Learning Disability testing list is long</li> <li>• Learning Disability resources hard to get</li> <li>• Health services facilities not ADA &amp; health compliant</li> </ul>	<ul style="list-style-type: none"> <li>• Focused on work related issues</li> <li>• Public is concerned about 'wastage'</li> </ul>

V. Items from the Floor

a. Negotiations follow up

CCFT will work with district to push for two different budgets based on whether ballot measures pass.

- If tax extensions do not pass, we will be looking at significant cuts, including possible lay-offs and program reduction.
- Health benefits costs scheduled to go up 15% next year, conversations will probably ensue re: share of (increased) costs, increased deductables, different premiums for families