



CCFT Council Minutes

Monday, April 18, 2011

2:30-4:30 PM

Sesnon House, Room 1804

Present: Sarah Albertson, Toni Alderson, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Michelle Chao, Bridgete Clark, Vicki Fabbri, John Govsky, Jefferson Hancock, Paul Harvell, Janet Hiley, Eric Hoffman, Francisco Iniguez, Brian Legakis, Anne Lucero, Michael Mangin, Michael McCarthy, JoAnne McLeod, Beth McKinnon, Jo-Ann Panzardi, Francisco Ponce, Barbara Shultz Perez, Stephanie Stainback, Sadie Reynolds, Peter Shaw, Debra Spencer, Nancy Stucker, Elissa Wagner

Absent: Claudia Close, Sara Decelle, Michael Edgehouse, Julie Hanks, Calais Ingel, David Lau, Teresa Macedo, Jason Malone, Ron Milhoan, Martha Orr, Michael Pebworth, Susan Stuart, Kristen Wilson, Joanne Wylie

I. **Approval of Minutes & Agenda**

- a. March minutes approved with change to unfinished paragraph ➤ **Approved.**
- b. Agenda: added updates to negotiations.

II. **Library Courses (see handout)**

- a. CCFT recommends we negotiate on this—we think it is appropriate for a side letter. Motion to bring to negotiations ➤ **Approved.**

III. **Reports**

- a. Burrito Bash, Sadie Reynolds
 - i. Motion to approve up to \$300 for gift and food costs ➤ **Approved.**
- b. Proposed Dues increase, Paul Harvell and Nancy Stucker
 - i. Our fees to CFT and AFT have increased steadily and our projected loss for 2010-11 is \$18,197, for 2011-12: \$24,219. NOTE: If merger happens our affiliation fees will go up.
 - ii. If we don't increase dues we will still have cash but no reserves for legal fees (we need more than we have now).
 - iii. Discussion
 1. Why not increase dues all the way to .2%, in acknowledgment of all we get from the union?
 2. We could create list of what we get from the union to justify the increase and 'sell' it to membership—including mitigating effects of layoffs.
 3. Idea: recommend to members to increase dues to .15%, including member education on the benefits of union membership—for coming election.
 4. We can go to CFT conventions and have a voice in the larger discussion about the merger.

- c. Adjunct Issues, Michael McCarthy
 - i. Adjunct Committee will hold an Unemployment Party on June 6th from 10a-12p in room 1303.
 - ii. Negotiating team should ask for our health benefits side letter extension.
 - iii. HAWK and BELA reps: we would like increased adjunct representation at Council.
- d. CCEU, Steph Steinback
 - i. Excited about Bash!
 - ii. Classified prioritization issue—we need to put input into the reorganization and budget reduction work that is coming.
 - iii. Chatter: bookstore is subject of discussion about coming cuts, CCEU is concerned and wants to be proactive.
 - iv. Went to CFT Conference, they are coming to CCEU to present to us—we are open, interested in affiliation with both CFT—and CCFT.
 - v. CCEU dues are 1.25%.
- e. CCFT Elections, Vicki Fabbri and John Govsky
 - i. Elections May 9th – May 12th.
 - ii. Most reps are up for reelection (not up: Francisco Ponce, Teresa Macedo, Jason Malone, Brian Legakis).
 - iii. PLEASE sign up again!
 - iv. Other two positions:
 - 1. Treasurer
 - 2. Historian
 - v. NOTE: Paul has applied for HASS Dean and if he is offered the position it will be early June. We need to find someone who is willing to do a one (or more) semester replacement (appointed by Council), as well as someone who will run to serve remainder of term.
- f. Director, Maya Bendotoff
 - i. We are trying to meet with Governing Board members; if you are interested in being on a list let me know!
- g. COPE Co-Chair: Debora Bone
 - i. Reelworks Film Festival—spread the word!

IV. Proposed Merger of the CCC and the CCA

- a. See handout, extracted from CCC Document (CCC is CFT's community college subgroup).
- b. Timeline
 - i. September 25th 2011 CCC Votes on merger (votes proportional to districts).
 - ii. 60 days later all District Union Presidents vote.
 - iii. We need to make a decision in the May meeting so that we are ready in September.
 - iv. If it wins we will have a new organization—Community Colleges United—affiliated with a greater number of unions (AFL-CIO/AFT/CFT/NEA/CTA)
 - v. Merger will give more power to community colleges in the California Teachers Association (CTA), but how we might continue to engage

with CFT is unclear and there is some concern about this. It is unclear whether we would lose CFT's strength in merger.

- vi. Opposing arguments apparently nonexistent in public sphere—discussion is just now taking shape, most arguments are in favor since proponents are the ones discussing it publicly.
 - 1. Opposing arguments:
 - a. Proponents say merger would create a PAC, but why couldn't we just create a PAC without the merger?
 - b. We should be focusing on more important issues in current context of budgetary crisis.
 - c. Merger would increase the number of meetings we would be invited to, but we already have difficulty getting CCFT members to represent us there.

V. Leadership teams

- a. Updates and follow up
 - i. Solidarity with Students: Sadie Reynolds & Michael Pebworth
 - 1. Flier—will be updated by someone.
 - 2. Team members visited Student Senate and InterClub Council.
 - 3. We see a need for education among students.
 - 4. Idea: have a stack of fliers at admissions next semester when students are enrolling!
 - ii. Outreach to faculty: Enrique Buelna
 - 1. Plan was to write editorials, but failure of June ballot tax extension initiative changes context.
 - iii. Solidarity and community: Outreach & publicity, Debora Bone & Eric Hoffman
 - 1. Working on draft of something on pensions but it's really complicated.

VI. Budget & Negotiations

- a. Budget for 2011-12 and 2012-13
 - i. Outcome for today: what does council want to do to face coming budget issues?
 - ii. Planning for next year will continue through the summer.
 - iii. Current plan: to cut \$3m from 2011-12 budget, some of this will be unfilled positions (this is different from expenses; layoffs can be prevented by cutting unfilled positions that have been budgeted).
 - 1. Process 1: June and August cuts should have no implications for layoffs.
 - 2. Process 2: cuts for 2012-13 need to amount to \$4-6m; this will not be created by adjunct unit cuts alone and will probably involve programs and full time positions.
- b. Salary and Health Benefits
 - i. To the extent that we are willing to make concessions we may reduce program cuts (District probably wants some of both).
 - ii. What are CCFT's priorities here?
- c. What is CCFT's role?

- i. CCFT will still look critically at the numbers, but even if they overestimate needed cuts, we are probably looking at a major shortfall.
 - ii. If college determines that a program needs to be cut and faculty get pink-slips, faculty could come to CCFT to try to bump someone in an FSA, in which case all adjuncts would need to be cut first. CCFT evaluates all factors to advocate in each case. We negotiate with district to minimize impact of layoffs.
 - iii. There are cuts for fall that are part of the \$3m. When we talk about layoffs we are talking about people's lives—people who lose positions, health benefits, don't come back, but are invisible. Adjuncts are already losing positions.
- d. There are many contingencies, e.g., if state raises student fees our budget looks better.
- e. Negotiations Updates
 - i. Health benefits committee is meeting again and will roll out the district's cost. District doesn't want to fund the \$800k increase for this year's health benefits. It could be argued that the implication of us not making concessions is that we are saying, "okay, lay off \$800k worth of positions."
 - ii. No mention of salary has been made by districts. It looks as though they are more interested in health concessions next year and program concessions for 2012-13.
- f. On the question of solidarity: do we stick together? Do we share in the cuts or let certain programs be cut? Do we take cuts across the board?
- g. Just conceding on health benefits and a step and column freeze gets us \$1.3m, or two programs—a significant portion of our shortfall.
- h. Comment: we are not seeing administration sharing the sacrifice. Only when FT jobs are threatened do discussions about shared sacrifice emerge.
- i. Our strategy has been around NEB: but this is one-time-money, people need to understand it's only going to help us get through the coming year.
- j. More negotiations updates
 - i. FSAs are taking shape.
 - ii. We are negotiating the implications of one FT layoff this year.
 - iii. At EB it came up that some concessions might be more sensible than others, e.g., three-year moratorium on sabbaticals, changes to retiree benefits (people hired before 2008 can get highest rated plans 'spiking').