



CCFT Council

Minutes

Monday, May 16, 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, Claudia Close, 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, JoAnne McLeod, Beth McKinnon, Martha Orr, Michael Pebworth, Jo-Ann Panzardi, Francisco Ponce, Conrad Scott Curtis, Barbara Shultz Perez, Yasmina Porter, Stephanie Stainback, Sadie Reynolds, Peter Shaw, Debra Spencer, Susan Stuart, Nancy Stucker, Rachel Van Dessel, Elissa Wagner

Absent: Sara Decelle, Michael Edgehouse, Julie Hanks, David Lau, Teresa Macedo, Kristen Wilson, Joanne Wylie

I. **Approval of Minutes & Agenda**

- a) April 18 minutes ➤ **Approved**
- b) May 2 Minutes ➤ **Approved**

II. **Reports**

- a) Membership, Sadie Reynolds: Cards for retirees
- b) Elections, Vicki Fabbri and John Govsky
 - i) Elections timeline—will announce elections next Thursday
 - ii) Still need a Rep from Wats. center
 - iii) Ballot boxes and volunteers to drop off and pick up
 - (1) Sadie: HASS
 - (2) Ann Lucero: HAWK
 - (3) Susan Stuart: VAPA
 - (4) Martha will do Watsonville
 - iv) Recommendation on interim president
 - (1) If PH cannot continue for Fall, Alex Taurke will serve Fall, Debora may be willing to serve after that, though vote would go to membership
 - (a) Move to accept this contingent plan ➤ **Approved**
 - (b) Protocol would be for VP to step in but she has declined that
- c) Treasurer, Nancy Stucker: Proposed dues increase
 - i) Handouts
 - ii) For this coming year we will draw down reserves, but we need more legal reserves
 - iii) We will examine proposals
 - (1) Putting the newsletter online
- d) Adjunct Report, Michael McCarthy
 - i) Meeting this Wednesday

- ii) Unemployment filing party Monday, June 6th 10a.m.
- e) Jeff Hancock
 - i) CCEU Retirement incentive: 10 – \$15k depending on years of service
 - ii) SPRAC (Strategic Program Reduction Advisory Committee) Committee: will ensure due process in classified reductions, provide oversight, is moving fast
 - (1) Consists of Jeff Hancock, Debora Bone, Dan Rothwell
- f) Director, Maya Bendotoff
 - i) Will soon send out fall meeting schedule.
 - ii) CFT is very concerned with AB 515, legislation that would allow for credit extension courses. Reps needed to help contact legislators. More detailed info to be sent via email.
 - iii) Complaints: there is a separate process for formal and informal complaints against faculty. See Article 5 of the Contract.
- g) COPE, Debora Bone & Enrique Buelna: Affiliation with USLAW
 - i) Request: \$250 to affiliate with (Labor Against War) ➤ **Approved**
- h) Calais for Tech Factor Grant CCFT Representative ➤ **Approved**
- i) SPRAC: Debora Bone as CCFT Representative ➤ **Approved**

III. **Budget & Negotiations**

- a) Update: most recent news is that CCs may be receiving more funding than in last budget draft.
- b) Recommendation on health benefits
 - i) If we want to make changes to the low HMO rates open enrollment is in September so we need to decide soon
 - ii) Executive Board recommends that the health benefit team look at ways we might modify the low HMO plan if necessary
 - iii) Handout on different budget scenarios, item # 7, is a recommendation from Executive Board to Council
 - iv) Modifying the base plan means paying more for essentially the same plan (e.g., \$30 instead of \$25 for an office visit, higher co-pays on Rx, etc.)
 - v) The high HMO would cost more, or the quality would degrade slightly
 - vi) It's a big switch to go from a percentage to a co-pay, we need to keep that in mind in decision-making
 - vii) SISC negotiates with Blue Sheild and gets us a better deal than we can possibly get as a unit
 - viii) Discussion/Comments
 - (1) There is some agreement that if cuts happen, letting them come from health benefits is superior to pay cuts, providing that the basic plan isn't degraded and we're looking instead at paying a greater share
 - (2) Colleges state-wide and beyond are dealing with this
 - (3) Hospitalization costs on our plans should be held as low as possible (or capped relatively low), given health issues we see in faculty, and the fact that they have families
 - (4) Do low-hanging fruits first
 - (5) We should consider costs for families and stipends
 - (6) Brian shared results from a VAPA survey on types of concession:
 - (7) On unity
 - (a) Important not to assume things about people who are in different employment categories
 - (b) There is a big difference between people
 - (i) who are worried about losing their jobs, and

- (ii) whose jobs are relatively safe, their concern is how much they are willing to be cut
- c) Principles and considerations- draft distributed for consideration
- d) Process, timeline, and recommendation on early actions
 - i) Town Hall meeting?
 - (1) Move to hold a town hall meeting to discuss recommendations among faculty and let them know what we're thinking (before the end of the semester)
 - (2) Ratification would happen at the start of the fall semester
 - ii) Timeline
 - (1) We can work on salary anytime: it's not urgent
 - (2) Medical benefits and program cuts are urgent
 - (a) If we are going to make changes we need to do so with management, classified by the end of summer; we cannot wait until the budget comes out
 - (3) We may want to be involved in program cuts early, so we have options
 - iii) Recommendations
 - (1) Move to give benefits committee the flexibility to modify the base HMO plan if necessary **➤Approved**
 - (a) The committee won't negotiate, they will make recommendations
 - (b) Formal negotiations would commence afterward
 - (2) The budget cuts are coming: we don't know how much, but what can we consider cutting now?
 - Move to give negotiating team flexibility to
 - (a) Sabbaticals: suspend funding for 2012-13
 - (b) Conference funds: suspend funding for 2011-12 (for faculty and administrators, something to consider)
 - (c) Allow benefits committee look at slightly lower cap on life insurance
 - (i) Flexibility on items (i-iii) above should be granted to negotiations team **➤Approved**
- e) Other negotiations issues
 - i) Retirement incentive
 - (1) District is offering but not for those who have already given notice
 - (a) We propose to start one next year instead, since that wouldn't be fair to those who are already retiring
 - (2) Proposal: retirees would get the same health plan as everyone else, some switch to expensive health plan immediately before retiring (this is true for anyone hired after 2008 already)
 - (a) There is disagreement on length of time for notification, contingencies for people who have been on the high plan for a long time, whether this is retroactive, what the legal ramifications of these options, what the future earnings implications are for members. We need to have a conversation about this...
- f) Calendar: 2012-2013 academic year **➤Approved**

IV. Updates & Follow-up

- a) CFT Merger discussion: Vote in early fall
 - i) Does discussion need to take place?
 - ii) Show of hands: there appears to be a general lack of support among council
- b) Debora Bone needs an alternate for SPRAC committee: Peter Shaw volunteered
- c) Budget discussions over summer