



All Faculty Meeting Minutes

August 24, 2011
1:00 - 3:00 pm
Room 5005

Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Kim Belliveau, Debora Bone, Enrique Buelna, Jason Camara, Arturo Cantu, Joseph Carter, Michelle Chao, Bridgete Clark, Claudia Close, Louis Compoginis, Zarmina Dastagir, Regina DeCosse, Tino De Guevara, David Douglass, Mark Eastman, Vicki Fabbri, Jim Funaro, Denise Gallant, John Govsky, Jim Griffin, Greg Hanle, Jefferson Hanock, Paul Harvell, Steve Hodges, Carol Hoffman, Eric Hoffman, Calais Ingel, Francisco Iniguez, Joseph Krause, David Lau, Julio Leal, Brian Legakis, Jackie Logg, Ann Lucero, Teresa Macedo, Belita Magee, Jason Malone, Sandra Malone, Tom Marshall, John Maxon, Michael McCarthy, Robin McFarland, Beth McKinnon, Patrick Meyer, Ron Milhoan, Dan Morgali, Kethy Niven, Lenny Norton, Jo-Ann Panzardi, Yasmina Porter, Martha Orr, Michael Pebworth, Sadie Reynolds, Joseph Ribiero, Mggie Rinkovsky, Albi Romero, Dan Rothwell, Pam Sanborn, Peter Shaw, Barbara Schultz-Perez, David Schwartz, Conrad Scott-Curtis, Deborah Shulman, Sue Slater, Rebecca Smith, Debra Spencer, Stephanie Stainback, Vicki Stanley, Susan Stuart, Nancy Stucker, Jeff Tagami, Larry Thronson, Pattie Tomnitz, Sharon Took-Zozaya, Rachel Van Dessel, Elissa Wagner, Marcie Wald

- I. Introductions
- II. Announcements/Action Items
 - A. Approval of Appointed Chairs ➤ *Approved*
 - B. Approval of five tickets to MBCLC Labor Day Picnic ➤ *Approved*
 - C. Reps needed
 - i. SPRAC and Assessment Review
 - ii. Rebecca Smith for Assessment Review (ARC) ➤ *Approved*
 - iii. Open Council seats
 1. HASS (1)
 - a. Claudia Close for HASS Rep ➤ *Approved*
 2. NAS (2)
 - a. Will announce in NAS Division meeting tomorrow...
 - D. Health benefits: Open enrollment August 22-Sept. 2
 - E. For the first time ever we will get to vote for a representative on STRS
- III. Negotiations Updates (Handout provides detailed information)
 - A. Layoffs (most recent)
 - i. CCFT Bargaining Team members met with Governing Board members this summer, argued for a return to Interest Based Bargaining (District leaders will be trained in IBB in Fall).
 - ii. Note: adjuncts lose jobs frequently and get nothing. The Adjunct Committee wants to better document these lay-offs when they happen.
 - B. Conference funds for 2011-12 and sabbatical funds for 2012-13
 - i. These funds will be suspended as per agreement with District.
 - ii. Faculty may still use accumulated conference funds for 2011-12.
 - C. Retirement incentive for the end of 2011-12

- i. Progressive amounts are based on years of service (\$8,000-\$15,000).
 - ii. September 30 is the deadline to notify the District.
 - D. Health benefits plans
 - i. Changes to plans were minimal.
 - ii. CCFT and District signed a side letter indicating that adjuncts can keep benefits if they drop below 12 units/year.
 - E. State Disability Insurance for PT faculty
 - i. SDI for PT faculty was approved; deductions will likely commence on October 1, 2011.
 - F. Other: Proposed changes to Articles 11 (Workload) & Appendices U, V, W (FSAs) almost complete; pending changes to Leave
 - i. Small contract changes for ratification will come later in the semester.

IV. Group Discussion

- A. Paul's Comments on Budget
 - i. We are uncertain about budget details
 - ii. What we know: We have already been cut \$3m for this year and more is probably coming
- B. Small Group Break Outs
 - i. Reflections on budget (10 min)
 - 1. Do not record: each person speaks, while others listen
 - ii. Discussion (20 min)
 - 1. How might we proceed?
- C. Report Back How to Proceed: Comments from the Floor
 - i. There is a strong sense that CCFT needs to work together with the Senate on plans.
 - ii. Contingency language should be used.
 - iii. People need more nuts and bolts info for intelligent decisions; we need to see the real budget is before making any concessions.
 - iv. Some departments are already so small cannot handle being cut.
 - v. There is little support among faculty for salary cuts—we are not getting paid enough, union should focus on keeping salaries and classes, get more give backs from administration, if FTers agree to take salary cuts they will have to work longer, not retire as early, have already conceded salary and benefits we undermine ourselves if we cut classes and salaries.
 - vi. When we look at how much we would have to cut salaries it might make more sense to just cut classes and programs.
 - vii. A two pronged approach would involve concessions in salary combined with program reduction/elimination (salary concessions could be temporary or involve no step or column increases).
 - viii. We should get rid of unfair expenditures like retirement bumps at end of career; it's bad for morale.
 - ix. Duplicate classes at CSUMB and Cabrillo might be an area for cuts, large class factor saves money, 200 math classes teach adding that taxpayers have paid for before (in K-12).

- x. There should be a task force of senate and CCFT, and pay reductions should be discussed. Concessions should be spread equally among all faculty.
- xi. The administration needs to make clear the criteria it uses to lay off adjuncts.
- xii. We need to consider how concessions might affect students.
- xiii. Reducing or eliminating a salary is easier to get back than programs
- xiv. Reductions are better than eliminations but the integrity of programs must be preserved.
- xv. CC needs strong Union to keep us a CC rather than just a trade school or transfer school, we need to work to keep the mission and values of the CC and serve the community and students
- xvi. Our workload has already increased, stress is increased, people are pushed into early retirement and disability.
- xvii. We need to identify things that are not going to get done, and let the community know we cannot get them done without resources, maybe this could help get a parcel tax passed – if each registered voter gave \$25 it could help.
- xviii. Surprise at the change from talk of elimination to reduction.
- xix. If the state of CA is pushing us to become a smaller college by giving us x% less, even though it's hard to imagine that, we cannot fix that funding situation, we need to realize we cannot do what we have previously done. The community needs to stand up, it's not our job to cut ourselves and whittle ourselves away. We need to do the political work to get the state to go ahead and tax the rich.
- xx. The senate's job to lead, they need to step up and make the hard decisions.
- xxi. If there is a cut in salary, some FTers are going to backfill with overload to make up the difference.
- xxii. Information should be solicited from departments in the interest of knowing what folks are already doing re: overload.
- xxiii. Investing is sacrificing a portion of what you have now to ensure future prosperity.