



## CCFT Council Minutes

Monday, May 21, 2012  
Seson House, room 1804  
2:30-4:30 PM

**Present:** Sarah Albertson, Toni Alderson, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Claudia Close, Vicki Fabbri, John Govsky, Paul Harvell, Eric Hoffman, Brian Legakis, Michael Mangin, Lisa McAndrews, Robin McFarland Beth McKinnon, Jo-Ann Panzardi, Sadie Reynolds, Dan Rothwell, Conrad Scott-Curtis, Peter Shaw, Debra Spencer, Nancy Stucker, Sharon Took-Zozaya, Gail West

**Absent:** Michelle Chao, Bridgete Clark, Skye Gentile, Jefferson Hancock, Calais Ingel, Francisco Iniguez, Julio Leal, Anne Lucero, Belita Magee, Jason Malone, Michael McCarthy, Martha Orr, Michael Pebworth, Yasmina Porter-Honicky, Yaming Shen, Barbara Shultz Perez, Susan Stuart, Elissa Wagner, Rachel Van Dessel, Sylvia Winder

### I. Approval of Minutes & Agenda

- a. Approval of minutes from 4/23/12

➤ **Approved**

### II. Acknowledgements

- i. The Burrito Bash was a success!
  1. Thanks to Jill Gallo (hosting), and Martha Orr, Debora Bone, Beth McKinnon, Lisa McAndrews, and Paul Harvell (organizers).
- ii. New Reps:
  1. Dan Rothwell (HASS), Gail West (HAWK), Vicki Fabri (BELA), Anthony Villareal and Tera Martin (Watsonville Reps)
    - a. Motion to accept write-in Watsonville Reps ➤ **Approved**
- iii. Thanks to Sarah Albertson and Debora Bone: "Invest in Education Signs," Amgen Tour

### III. Reports

- a. Treasurer, Jo-Ann Panzardi
  - i. Passed around green sheet, reviewed budget numbers.
    1. NOTE: COPE payroll contributions increasing substantially over last academic year.
    2. Overall budget is as expected.
    3. Move to accept budget as presented ➤ **Approved**
- b. CCEU, Stephanie Stainback
  - i. CCEU thanks CCFT for steadfast support of CCEU in budget.
  - ii. Public communications in 'negotiations newsletters' from district mark departure from tradition, CCEU members feel disappointed, view it as emblematic of relationship between them and the district.
  - iii. Trend is to cut staff positions increasingly from FT to PT positions.
- c. President, Paul Harvell
  - i. Appointments for next year
    1. Newsletter editor, Adjunct Chair, PLUCC & MOC positions are up.

- 2. If anyone has concerns about current appointees please let them be known.
  - ii. Graduation
    - 1. Friday, June 4—Be there!
  - iii. May Revise
    - 1. Won't affect community colleges very much.
- d. Adjunct Chair, Sadie Reynolds
  - i. Last Spring 2012 PT eNews went out last week.
  - ii. Last PT Coffee Break scheduled is for Thursday, 5/24 9-10:30.
  - iii. Unemployment Filing Party is scheduled for June 4, 10a-12p
- e. Director, Maya Bendotoff
  - i. CFT Political Training in LA August 13-17: very useful to attend if you want to be an officer in the union.
  - ii. California Labor Federation is having a conference the last week of July.
  - iii. This summer: because of the electoral stuff coming up we might be calling on you to meet or help:
    - 1. Katie Stonebloom's spot is opening—if you know anyone let us know.
    - 2. Susan True's, Margarita Cortez's, and Rachel Spencer's spots are all up for reelection (NOTE: potential Trustees must file by early August).
    - 3. Tax initiative and paycheck deception initiatives are important measures on the November ballot.

**IV. Leadership Teams:** Leadership teams meet for evaluation & planning, report back.

- a. Solidarity & Community
  - i. What went well this year?
    - 1. Part I COPE drive: tax initiative signature drive, trainings.
  - ii. What would recommend we do differently next year (both within your team and the union/Council more generally)?
    - 1. Engage more with members, plan earlier for events.
  - iii. What do you hope your team will accomplish next year?
    - 1. Electoral success (board, and statewide elections).
    - 2. A More connected & engaged membership.
    - 3. Ideas:
      - a. Signs around campus for initiatives! Check for legality with district.
      - b. Teach the budget—at Cabrillo (possibly UCSC)
        - i. train teachers to do nonpolitical budget presentations that simply show what will happen if the tax initiative pass and what will happen if it does not (if all our teachers did it we would reach a lot of students).
        - ii. Table in quad with same info.
  - iv. Work in progress
    - 1. Summer COPE Drive.
    - 2. Begin letter writing campaign.
- b. Budget & Negotiations
  - i. What went well this year?
    - 1. We did good work to clarify numbers, we never got panicked.
  - ii. What would recommend we do differently next year (both within your team and the union/Council more generally)?

1. World peace.
- c. Faculty Input & Dialogue
  - i. What went well this year?
    1. The Burrito Bash.
  - ii. What would recommend we do differently next year (both within your team and the union/Council more generally)?
    1. Chose an earlier date for Burrito Bash.
    2. Build morale by not isolating and by getting together more often—perhaps a monthly get-together in different divisions, with CCEU, casual social time.
    3. Enough time for white elephant party, perhaps something different/more fun, in a different location.
    4. More one-on-one interviews of faculty next year.
    5. Voter registration drive for students (a link on college registration site to vote).
    6. Use of social media to reach out to members.
- d. Contract Education
  - i. What went well this year?
    1. Contract education surveys went/are going well.
  - ii. What would recommend we do differently next year (both within your team and the union/Council more generally)?
    1. Next times send these surveys to administrators too!
  - iii. What do you hope your team will accomplish next year?
    1. More info from members.

## V. Budget & Negotiations

- a. Direction for current negotiations: the negotiation team solicited direction for negotiations
- b. Other issues
  - i. Retirement Announcement Incentive
    1. This incentivizes people to announce their plan to retire early so the district can plan accordingly; we are pushing for this for the coming year, will know soon.
  - ii. Health Benefits
    1. This is moving fast: the Benefits Committee met last week, and CCFT met with CCEU twice since.
    2. HMOs are staying the same. We currently have three PPOs—high, medium, and low; (we are looking at a 5% increase for those with the low PPO and an almost 8% increase for those with the high PPO this coming year).
    3. Option a change to the high PPO so that it falls somewhere between the high and medium PPO. The deductible is smaller, some of the copays are smaller, but some of the copays are higher. But once you hit the deductible everything is 100%. Pharmacy looks worse but it's unclear (we need to get clarity).
    4. NOTE: district pays 100% of retirees' benefits; most have the high PPO.

5. Proposal: e-survey to membership on high PPO then give benefits reps authority to make decisions on how to move forward with negotiations. We need to make decisions in July. ➤**Approved**
6.
  - iii. Adjunct Health Benefits
    1. We are pressing for a continuation of side letter for PTers who fall below 12 units to keep benefits.
  - c. CPC: school is using assumption that tax initiative doesn't pass as their budget = 6.4% in decreased revenue for next year's budget (probably from benefits, payroll, positions).
  - d. We won't know until November.
  - e. If it passes, Brown says our funding will be flat, some say we might see \$3 million more.
  - f. District will want all of this on the table during negotiations, with contingency language.
  - g. Currently our tax initiative is polling at 54% , as we get closer it is likely that proponents will persuade publics to vote for it—or schools will be devastated otherwise.
    - i. Motion to suspend next year's conference funds, sweep unused conference funds, and suspend sabbaticals ➤**Approved**