



# Negotiations Update

February 2, 2011

## Negotiations & State Budget

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To start with the positive: Cabrillo will end the current year (2010-2011), with a budget surplus of some \$2 million dollars. This provides a significant lead in dealing with expected cuts.

The not-so-fun: If the governor's proposal passes, Cabrillo's revenues will be cut by almost \$3 million. A critical condition of the proposed budget is the passing of tax extensions in a special June election. If voters do not approve new revenues, the situation could be much worse. (Your mobilization and support for tax extensions will be essential.)

Planning for 2011-2012 presents significant challenges. We may need to plan for two budget scenarios depending on the outcome of the June election. CCFT will urge the District to make budget plans based as closely as possible on reality and to draw down our large net ending balance to get us through the next couple of years.

## State Disability Insurance

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Good news! CCFT and the District have agreed that, if part-time faculty members elect to have SDI, the District will submit an application in August, 2011, and SDI deductions will be made beginning October 1, 2011 (assuming all goes well; timeline subject to change).

### *What this means*

Adjunct faculty would pay for SDI via a payroll deduction of 1.2% of gross income. In return the state would replace lost wages amounting to approximately 55% of income for faculty members on a disability leave (up to 52 weeks) or a family leave (up to 6 weeks).

**Disability Insurance:** Provides up to 52 weeks of benefits for employees who are unable to do their regular customary work for at least eight consecutive days because of illness, injury, or disability (includes elective surgery, alcoholism, drug addiction, pregnancy, childbirth or other related conditions).

**Paid Family Leave Insurance:** Provides up to six weeks of benefits for bonding with a new child (includes adoption and foster care placement), caring for an immediate family member (spouse, domestic partner, child or parent) with a serious health condition, or for the employee to take medical leave.

CCFT will hold elections towards the end of February. Ballots will be sent to mailboxes in the faculty mailroom or to division mailboxes; an email notification will be provided once ballots have been distributed.

## Interdisciplinary Courses

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CCFT and the District are reviewing Article 11.2.2.15, Interdisciplinary Classes. So far, the issues brought by the District deal primarily with: consistency of workload and expectations; definitions of different courses; and language clarity. If you have particular insights or concerns, please send an email to [ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org).



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## Appendix U, Faculty Service Areas (FSAs)

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In light of updates to the list of disciplines made by the Faculty Senate, the District and CCFT are looking to make corresponding modifications (and a couple of additional changes), to the list of FSAs. Most of the changes are changes in name only.

Proposed substantive changes under consideration in need of faculty review and input to CCFT:

1. **Applied Living Arts (VAPA)**

Deletes discipline and FSA given that such classes are not offered and no faculty member has the FSA.

2. **Children's Center (HASS)**

CCFT proposes adding a Children's Center FSA.

3. **Computer Applications & CABT (BELA)**

Combines "Computer Applications" and "Computer Applications and Business Services" (CABT) disciplines and FSAs into one "Office Technologies" discipline with a "CABT" FSA.

4. **Computer Service Technology (NAS)**

Deletes discipline and FSA given that such classes are not offered and no faculty member has the FSA.

5. **Disabled Students (Instructional Development)**

Changes the name of Disabled Student and Disabled Student Services disciplines and FSAs to Special Education: Counseling; Special Education: Learning Disabilities, and Special Education: Speech & Language Disabilities. Note to faculty: previously listed courses would now fall under these three categories, please review changes and share and input with CCFT ([ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org)). Disabled Students disciplines and FSAs would remain separate from Stroke Center Special Education FSAs and continue to be listed under Instructional Development.

6. **Interdisciplinary Studies (BELA)**

Adds Digital Management and Career Preparation (DMCP) into the Interdisciplinary Studies FSA.

7. **Psychology (HASS)**

Combines three FSAs ("Psychology," "Physiological Psychology" and "Social Psychology") into one "Psychology" FSA.

8. **Stroke Center (HAWK)**

This is probably the most complicated issue.

What was previously listed as the "Stroke Center" discipline is now listed as three separate disciplines: Special Education: Adaptive Physical Education; Special Education: Counseling; and Special Education: Speech & Language Disabilities.

CCFT must now determine whether the Stroke Center FSA should be separated into the same FSAs as the disciplines above or one broad "Stroke Center" FSA. Note that the updated disciplines correspond to the state-approved disciplines. All of these disciplines and FSAs remain in the HAWK division separate from Disabled Students.

A draft of Appendix U with these possible changes (subject to input from faculty), can be found on the public drive of the Cabrillo network at *P:\Labor\_PUBLIC\CCFT\Proposed Appendix U Jan 2011\App U revised with possible changes from 12-17-10DRAFT.doc*