

FACULTY VOICE

CCFT NEWS

A UNION IS ONLY AS STRONG AS ITS MEMBERS ARE INFORMED AND ACTIVE

FEBRUARY 2006

Initiative Would Protect Funding and Governance of Community Colleges While Providing a Decrease in Student Fees

Jonathan Lightman, Executive Director, Faculty Association of Community Colleges

The Californians for Community Colleges, a coalition of the Faculty Association of California Community Colleges

(FACCC), the Los Angeles College Faculty Guild ("Guild"), the Community College League of California ("League"), and the California Federation of Teachers (CFT), has filed an initiative with the Attorney General -- the "Community College Governance, Funding Stabilization, and Student Fee Reduction Act" -- to address significant issues pertaining to funding, governance and student fees in the community colleges.

Here is a brief summary of its provisions:

Funding

The initiative separates community colleges from K-12 within the Proposition 98 guarantee, and would allow each segment to grow at its respective growth rate. Currently,



community colleges and K-12 are set together in a "single pot" which is then divided in the budget process

pursuant to annual legislative decision-making. Although state law currently provides for community colleges to receive 10.93 percent of the Proposition 98 funds, the Legislature annually waives this figure to provide a higher amount for K-12 at the expense of community colleges.

Since the current Proposition 98 formula is tied to growth in K-12 and not community colleges, there will soon be a flattening out of funds for the entire K-14 population. In demographic terms, growth in the K-12 system is declining, while growth in the higher education population is booming. As such, it takes a constitutional fix in order to allow community colleges to grow at a different rate than K-12.

Governance

The initiative makes a few important changes to community college governance. First, local governing boards would be recognized in the State Constitution, thereby preventing the Legislature from ever eliminating them. Second, there would be a slight growth in the number of seats on the Community College Board of Governors, including an extra spot for faculty. Finally, the State Chancellor would be provided with additional authority to hire senior staff, not having to seek permission from the Governor for particular positions.

Student Fees

The additional growth money into the community college system would be used to reduce student fees from \$26 to \$20 per credit unit. Fee increases would be capped at the State's annual rate of per capita income growth or ten percent, whichever is lower. Also, the initiative allows fees to be

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Editor's Notes

Our spring semester opens shortly after the national celebration of Dr. Martin Luther King's birthday in January. This year, we begin under the passing shadow of Coretta Scott King. The point has been made many times, but I'll make it again here, that Mrs. King was far more than the widow of "a modern day founding father", as Taylor Branch, the author of *At Canaan's Edge* referred to Dr. King. She was always her own person, and after Dr. King's assassination, she not only carried out his work to end poverty, racism and war, but devoted her energies to a myriad of other causes, from establishing the holiday that commemorates her husband, to gun control, to gay and lesbian rights. In the days following her death, I heard many people on the airwaves wonder aloud where the next leaders were; their sense of loss seemed to embrace not just her personal passing, but the vacuum she—and Dr. King—left behind.

But is it a vacuum? A vacuum denotes emptiness and there is certainly emptiness in the places where the Kings once occupied. However, surrounding them and, indeed, us, are uncounted numbers of others who could rise to a stature of leadership if they responded to a calling. History is full of examples of "ordinary" people who step out of the humdrum

of their daily lives to serve as an example and inspiration to those around them in similar circumstances. Fanny Lou Hamer, another civil rights leader who became known as the lady who was sick and tired of being sick and tired, is one. Of course the backdrop of history is a tapestry of millions of others who do not. The question I ask, then, is: what makes some people respond—or even hear—a calling when the majority doesn't? Is it a heightened connectedness to one's surroundings? An inculcated sense of duty? An awakened sense of outrage or injured morality? Is there a tipping point in a life or set of circumstances which spills one inexorably into the arms of destiny? I don't know the answer, or even if there is one. It's easier to surmise the reasons for not taking action: self interest, denial, complacency, habit, fear combine to produce inertia. I'm already too burdened; my life too busy; the problems of the world too overpowering; there's nothing I can do that will make a difference, and so on. This passivity places greater burdens on those who do assume the mantle of responsibility for public service and/or social activism. And there's no question that stepping out of one's well-trodden path can be fraught with trials, tribulations and travails.

But leadership is also re-

plete with great satisfaction.

There is a sense of accomplishment, however modest it may be. One's solipsistic blinders are removed and suddenly the world is larger, its connections richer and more complex. And of course there's that reward, fleeting and precarious as it may be: social recognition—the acknowledgement by peers that you're doing something of value for the community that embraces us all.

The above peregrination brings me to my pitch. The union needs new leaders. The work that they do is certainly modest compared to the efforts of the titans mentioned above, but it is nonetheless vital to our interests in this, our little Cabrillo world. The Executive Board alone will soon need replacements for the President and Vice President, Treasurer and Grievance Chair. We need negotiators; we need Council Reps. WE NEED YOU! We're approaching the last year of our three-year contract and next year will be negotiating a new one. If you're concerned about wages, benefits, workload, adjunct issues, evaluation and tenure, academic freedom and/or grievances, come to a contract development meeting! Attend a Council meeting! Pick the brains of your CCFT rep about what it's like to do union work! The rewards are mani-

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Negotiations Update

The CCFT negotiations team has been meeting all fall with district to bargain for salary improvements for 2005-2006. As you may recall, the 2004-2007 contract included annual re-openers for salary, to be negotiated each year after completion of the state budget. This was initiated by the district due to unpredictable budget cycles and reduced state funding. For 2004-2005, the salary agreement was for a one-percent ongoing raise and a one-percent "one-time" raise, meaning it was funded with "one-time" money rather than base budget.

In August 2005, after the state budget was completed, the governing board agreed to make the second one-percent raise ongoing for this year. In light of increased health benefits costs, new faculty positions and declining

enrollment, the district has resisted providing further salary compensation for 2005-2006.

Now that the governor's January 2006 budget proposal for next year has been made, and includes a 5.18% COLA, increased funding for equalization, and a few other improvements for the community college system, the negotiations team will be pushing hard for an agreement and some contingency language that will include compensation improvements for both the 05-06 and 06-07 budget cycles.

CCFT has identified key priorities for faculty including: a fair share of the COLA and other funding increases to be dedicated to salary improvements, maintaining the level of health benefits, and improving the adjunct salary schedule. Currently, adjunct

faculty earn 60% of what full time faculty earn at the same step and column. Adjunct faculty do not receive step increases beyond step 12. The district has agreed to the principle of equal pay for equal work. With only modest funding from the state to address part time equity, each district must balance many priorities to meet the needs of its constituencies.

Negotiations in times of scarcity are almost impossible. If the proposed budget for next year is approved by the legislature, there will be more resources available, and more competition for these funds. Despite the challenges, faculty solidarity, involvement in your union, and support for the negotiations team will all contribute to success at the bargaining table.

~Debora Bone



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Assemblymember Laird Urges Protection of Federal Financial Aid Programs

Joined by 69 California state legislators, Assemblymember John Laird (D-Santa Cruz) sent a letter to Speaker Hastert urging him remove the \$12.7 billion cut to Federal Student Financial Aid Programs from the 2005 Federal Deficit Reduction Act. The cut, the largest ever in the history of federal student financial aid programs,

accounts for nearly one-third of the total amount of cuts proposed in the deficit reduction act.

"Should Congress include this cut, there will be a devastating ripple affect for current and future generations of middle class college students in California," said Assemblymember Laird. "The goal should be how to reduce the

financial burden for students in order to invest in our future, rather than how to add to students' debt load in order to reduce the current federal deficit."

In recent years federal financial aid grants have decreased while the amount students borrow to keep up

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Updates

GOVERNOR'S PROPOSED BUDGET

Highlights of the Governor's proposed budget include:

- A 5.18% cost-of-living adjustment (COLA)
- Funding for 3% enrollment growth
- \$130 million in funding for equalization
- And various other augmentations

The overall budget bodes well for the community college system, with funding levels up 11.5% from 2005-200. At the same time, the Governor fails to address more than 3 billion dollars in Prop 98 monies owed to K-14 under a promise he made two years ago.

Items that were prioritized by the community college system and not addressed by the Governor include funding to: increase the number of full-time faculty; increase part-time salaries; adequately fund office hours and health insurance for part-time faculty; and fund non-credit programs at a higher rate.

Between now and May, the legislature will seriously consider budget issues and put their priorities in the mix. In the meantime, we need to encourage our legislators to support our funding priorities.

CCFT ELECTIONS

CCFT elections will be held this spring. Please step up yourself, or identify faculty in your department and division to nominate for service as representatives and officers.

The union is a vital part of Cabrillo's shared governance and a direct conduit for furthering faculty interests in decision-making. There are several opportunities for leadership (see p. 6), including the possibility of job-sharing the role of president. Please contact Debora or Maya for further information.

CONTRACT DEVELOPMENT

Next year the 2007-2010 Contract will be up for negotiation. The first round of Contract Development surveys has been distributed and will be collected by print time (results to be published in the next newsletter). There will be one or two more surveys coming this spring that will ask you to prioritize key issues. Faculty are invited to come to contract development meetings. The next meeting is March 6, 2:30-4:30 pm in room 1824. Contact Michael Pebworth or Maya for information.

HEALTH BENEFITS

Health Benefits continue to be a hot topic. Latest information from our current JPA indicates the possibility of a 37% premium cost increase for the Blue Shield plans. The benefits committee is working with the district and has recommended that Cabrillo consider joining a different JPA called SISC that is much larger and offers several advantages over the current situation. The district has agreed to open a formal joint negotiations with SEIU and CCFT regarding benefits should the college move to a different JPA and/or another type of provider arrangement from the current JPA.

CCFT MEETINGS

Council

February 27
March 27
April 24
May 22

Mondays from
2:30-4:30
in Sesnon,
room 1824

Contract Development

March 6
April 3
May 1

Mondays from
2:30-4:30
in Sesnon,
room 1824



Part-Time Committee

March 1
April 5
May 3

Wednesdays from 12:00-1:30 in room 511




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AFT PLUS

Labor History and Values: A Leap of Faith Across Generations

In contemporary America, it takes real effort to uncover the history of working people. For all its 24-hour cable channels, big-budget multiplex spectacles, 'edgy' situation comedies, celebrity-clogged newspapers, and dazzling internet 'content providers,' the media-sphere has little interest in depicting the real sacrifices that created living wages, health care coverage, and dignity in the workplace. Unfortunately, this hidden history leads many people to take for granted the stunning achievements that were the results of life-and-death struggles of people who get up and go to work every day. However, even a cursory glance at the history of the labor movement reveals that it was diverse before being 'multicultural' was cool. Look further and another pattern emerges: in contrast to the private, privileged, hierarchical, and arbitrary institutions that dominate much of our shared history (slavery, Jim Crow racism, repressive gender roles, sexual harassment), unions have consistently pursued the alterna-

tive: democracy. That's the small "d" democracy, the messy kind that insists that everyone has the right to sit at the table and help make decisions that shape their lives.

Egalitarian values of democratic decision-making and pluralism stretch across the labor history continuum. Whether it was the mostly teen-aged young women who struck against sexual harassment and low wages in the textile mills of New England in the 1840s, or the native-born and immigrant railroad workers' national campaign for an eight-hour day in the 1870s, or the auto and steel workers that faced tear gas, bayonets, and bullets to gain recognition of their union in the 1930s, or the farm workers who alerted all of us to the deadly results of pesticides in our food (and their bodies) in the 1970s, or the teachers, librarians, and counselors who confront the powerful special interests that want to obliterate and privatize our successful public schools right now, the core principle of collective participation or "solidarity"

was there.

We need solidarity in the present, too. Full time, part-time, newly hired, near retirement, renter, homeowner, religious, secular, Aries, Leo.....whatever you are, if you work here, you should be an active full member of the union. Unions are not clubs, corporations, or cafeterias that offer a menu from which we pick and choose what we are willing to do in order to gratify ourselves as individuals. Some people confuse consumer choice with democracy, and boy, are they mad that unions remain committed to a vision of constant discussion and decision-making. We hear a lot about the importance of faith these days, and that's exactly what being in a union challenges us to do. The CCFT invites you to take a leap of faith. You might not land on your feet, or you might land in hot water, but you will land with other people who want to make decisions as a group ... and that's what democracy is all about, baby!

~Michael Pebworth



FINANCIAL AID *(cont. from p.3)*

with rising college costs have increased. This, coupled with the \$12.7 billion proposed cut will result in students taking even longer to pay off debt and will force future graduates to use a larger proportion of their income to meet required minimum loan payments.

"Currently, 39% of college graduates have unman-

ageable loan debt," said Felicia Cruz, University of California Student Association Board Chair. "If the bill before Congress passes, \$12.7 billion will be cut from student loan programs forcing California families to pay even more for their education, take out more loans and pay more in interest charges."

"Cuts to student loan

programs affect middle-income students the most," said Jennifer Riemer, Chair of the California State Student Association Board of Directors. "These are the students and families who do not qualify for grant aid, but are still unable to afford the rising cost of higher education."

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COMMUNITY COLLEGE INITIATIVE *(cont. from p.1)*

raised only by a separate two-thirds vote of the Legislature.

Qualification

It takes nearly 600,000 valid signatures to qualify the initiative. All faculty members are asked to participate in the fund raising and signature gathering process. Petitions are not currently available, but a major fund rais-

ing drive has started (we'll need about \$4 million to run the campaign). Contributions can be sent to:

Californians for Improving Community Colleges*

c/o Rix-Bradford Consultants
512 N Larchmont Blvd
Los Angeles, CA 90004
FPPC ID 1282453

*Please note that contributions are not tax deductible. Also, please note that the

fund raising committee has a slightly different name than the sponsoring coalition.

Talking Points

When speaking to friends and colleagues, please use the following points:

- It secures funding and access to the state's (and indeed, the world's) largest segment of publicly funded higher education;

- It does not harm K-12;
- Lowering of student fees will attract students back to college;
- It does not raise taxes.
- Finally, as much as we'd like to accomplish this without a ballot measure, it is the only way to amend the State's Constitution. Knowing that, we all need to get behind this important measure.

EDITOR'S NOTES *(cont. from p.2)*

fold: stepping forward to leadership role allows instructors to participate in the committees and meetings where real decisions about the direction of the college are made; meeting in council with faculty from all disciplines and divisions gives a broader understanding of the many ways Cabrillo serves

students; making friends with colleagues in other areas increases our appreciation for the issues faced by instructors across the campus; thinking about the policy questions behind the contract language allow us to shape the rules by which we all work and live. Be like the !Kung man in the Kalahari Desert who was

asked, "who are your leaders?" "We are all leaders", he said, we are leaders of ourselves."

~Allan Lönnberg

**CCFT LEADERS
TO BE ELECTED
THIS SPRING**

**TREASURER
MEMBERSHIP CHAIR
HISTORIAN
VICE-PRESIDENT
(1-YEAR REPLACEMENT)
COUNCIL REPS**

Working to Protect Your Rights

Over the past number of months, CCFT representatives have been exceptionally busy defending faculty members' rights. Thankfully, the administration has been willing to work with us to resolve many of the issues informally or via a level I or II grievance (we have not needed to take any issue to arbitration for a number of years).

Personnel Issues

In accordance with Article 19 of the Contract, "Any material placed in a unit member's file shall be signed and dated and shall also indicate the date of such placement." CCFT represented a unit member with respect to this article, and after a significant amount of work, the District agreed not to place unsigned, undated and/or old information in the unit member's files.

Investigation

During the fall semester, the District carried out an investigation of a bargaining unit member. While CCFT acknowledges that the District has a responsibility to investigate complaints, there was no established process followed,

and the union closely monitored the investigation. In the next round of contract negotiations, CCFT intends to develop contract provisions outlining measures to be taken in such circumstances. Such a policy must provide adequate faculty protections.

Program Chair Units

CCFT helped ensure that PC units provided by the contract were appropriately assigned to a faculty member.

Workload

CCFT has been helping a unit member address workload issues and a possible contract violation regarding the number of hours per week for which the position is to be compensated.

Evaluation

After meeting with a union rep, the District agreed to remove the evaluation of an adjunct unit member from her personnel file due to procedural violations. The following section was violated:

17.6.5.3 Within two (2) weeks after the worksite or class observation, the

evaluator will review and discuss the completed observation form with the evaluatee.

Reassignment

A reassigned faculty member was initially given some duties inappropriate to the new position. CCFT helped clarify matters and arrange an appropriate assignment.

Work Environment

Towards the end of last semester, CCFT represented a number of unit members in an effort to resolve issues contributing to an unhealthy work environment.

Salary Placement

CCFT is working to ensure that a unit member receive appropriate salary step advancement after having been on another teaching assignment.

Weingarten Rights

Several unit members have been accompanied in meetings by a union rep in accordance with Weingarten rights (which allow for union representation in meetings that could result in disciplinary action, see sidebar).

~ Winnie Baer and
Maya Bendotoff

YOUR RIGHT TO UNION REPRESENTATION

As a bargaining unit member, you have the right to request a union representative to be present and to represent you in an investigatory interview with the employer when you reasonably believe that the interview may lead to disciplinary action. The United States Supreme Court in the case of *NLRB v. Weingarten*, 420 U.S. 251, established this right. There are several important elements to this right (see ccftcabrillo.org/weinrights.htm for more detail). *Be sure to note that the employee must request that a union representative be called into the meeting with management.* In this capacity, the union representative is safeguarding not only the individual's particular interests, but also the interests of the entire bargaining unit- to make certain that the employer does not initiate or continue a practice of imposing discipline unjustly.

CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238
Fax: 831-464-2283
E-mail: ccft@ccftcabrillo.org
<http://ccftcabrillo.org>

February Is Black History Month



African Americans played a prominent role in California labor history. Ray Thompson, a shipfitter during World War II (holding third sign from left), fought for equal rights in the Kaiser Shipyards and in the Boilermakers union. For a slide show focusing on the hidden history of African American union activists in California, see the CFT website at www.cft.org.

CFT Convention: Democracy At Work

For those of you who have been yearning to make your representational voice heard at our statewide organization, now is your chance! The CFT Convention will be held March 24-26 in Sacramento. The annual Convention is the highest policy-making body of the Federation. The union's vitality and

democracy depend upon participation in the Convention by delegates from all locals representing all of the divisions of the CFT (classified, community college, early childhood, K-12, adult education, and university). If you would like to nominate yourself to serve as a dele-

gate, please complete the form below and submit to the CCFT mailbox by noon on February 27, 2006. Convention brochures with the tentative schedule and workshops can be obtained in the faculty mailroom or by calling 464-2238. CCFT will reimburse 2-3 delegates for necessary expenses.

Yes! I would like to attend the annual CFT Convention from March 24- 26.

Name: _____ Department: _____

Phone: _____ E-mail: _____

ELECTED OFFICERS

President	Debora Bone
Vice President	Michael Pebworth
Historian	Michele Rivard
Treasurer	Alex Taurke
Membership Chair	Sylvia Winder

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Adjunct Committee Chair	John Govsky
Grievance Officers	Winnie Baer
Newsletter Editor	Allan Lönnerberg
COPE Co-Chairs	Julie Hanks & Bill Stamos

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	Mo Hassan
	Nancy Stucker
Counseling	Elissa Wagner
	Mario Garcia
	Shawn Ogimachi
HASS	Michelle Chao
	Matt Escover
	Michael Mangin
Health Services/ Library	Michael Pebworth
	Vicki Shook
	Chuck Smith
HWPEA	Sylvia Winder
	Leanne Albers & Cheryl Lemon
	Bridgete Clark
Instructional Development	Shawn Houghton
	Beth McKinnon
	Merritt Tucker
NAS	Helene Jara
	Jim Griffin
	Joe Jordan
VAPA	John Govsky
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