

FACULTY VOICE

CCFT NEWS

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

MAY 2006

Membership Approves Dues Increase and Changes That Will Make Dues Structure More Progressive

The results are in. CCFT membership has formally approved a move from a flat-rate dues structure with 6 categories to a percentage dues structure (115 voted in favor, 43 opposed). In addition, we will now collect deductions on overload units taught during the fall and spring semesters (96 voted in favor, 59 opposed).

CCFT acknowledges that some of our long-standing union supporters will not benefit directly from this change and will see increased deductions from their paychecks. We hope that the increased contributions you will make will be offset by the ways in which it will benefit all of our unit members in the

long-term.

As demonstrated by membership votes, a majority of faculty were willing to move towards a more progressive and equitable structure. We thank you for your support.

In addition to the change in structure, membership has approved an increase in CCFT deductions (passed by a vote of 115 to 38). This is the first local increase since 1997-1998. Again, we are grateful that you support us in our mission to support you.

With the passage of both of these measures, CCFT deductions for 2006-2007 will be based on 1.120% of each unit member's salary.

Salary Improvements for 2006-2007 Include 3% Fixed Increase, Contingency Language, Benefits Stipend for FTers, and Increase in the Pro rata Pay for Adjunct/Overload Units

CCFT Membership overwhelmingly ratified (158 to 4) an reopener on salary for 2005-2006 and 2006-2007 that will result in:

- An ongoing salary increase of 1% for 2005-2006, making the "one-time" 1% increase for 2004-2005 "ongoing."
- A fixed salary increase of 3% for 2006-2007
- Additional contingency language for 2006-2007 if the combination of COLA and Equalization comes in higher than \$4,175,000 (based on a COLA of 5.18% and 1.7 million in equalization). This increase

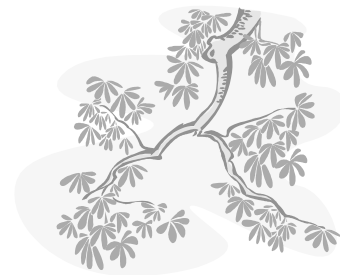
will be retroactive to the first day of the academic year.

The above increases apply to all faculty (note that increases apply to the FT schedules which the adjunct/overload schedules are based on).

Additional improvement for contract/regular faculty:

- A one-time stipend of \$500.00 in the fall of 2006 to offset the double deductible and/or other health benefits costs associated with the change in benefit plans.

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Editor's Notes

As I write this, my last mis-sive as newsletter editor, the sky, notwithstanding it being in the middle of May, is ominously dark. It may rain, or not. The equivocal weather matches my mood as we approach the end of the semester, the academic year and the midterm elections.

Many instructors have mirrored my own feelings that this has been a somewhat trying semester. Student attendance and interest—always somewhat capricious in spring when the weather heats up and the beaches beguile—have been even more spotty than usual, at least in this neck of the campus.

The community is also recoiling from the disheartening news that Brian King may be leaving us after a scant two years. Despite my basic leveler's instincts, there's no question

that what happens in the top leadership levels affects the rest of the college in profound and subtle ways. Each change in position, particularly if they occur with untimely frequency, is unsettling. How will the culture of Cabrillo shift with yet another new president? And, even if he stays, how will President King regain the trust he had earned before his announcement?

However unsettling is the swirl of our own tea leaves, the possibility that business will go on as usual after the upcoming elections is truly frightening. The thought of two more years of the ineptitude, contempt and dangerous arrogance, corruption and mendacity that characterize the present federal administration, assisted by an invertebrate congress, is too much to bear. Here is the place

and now is the time for change!

To end on a brighter note, let me state that it has been an honor and a privilege to serve as CCFT Newsletter Editor. It has brought me into association with some of the most honorable and dedicated people, both in CCFT and SEIU, that I have ever met. My faith in the integrity of CCFT as a supporter of all faculty rights—and of SEIU as a champion of classified staff—has never been stronger. It is precisely in times of uncertainty and flux that the role of organizations such as these becomes all the more vital. So, thank you Debora, Maya, Alex, John, Stephanie, Brother Michael, Sisters Winnie and Sylvia and all the rest of you who keep your eyes on the prize and speak truth to power! Have a wonderful summer and adieu.

~Allan Lönnberg



~Special Thanks~

At our last meeting of the year, the Council acknowledged Allan with a resolution in his honor for his numerous years of service on behalf of CCFT.. We are hoping that, upon return from his poor-man's sabbatical next fall, Allan will return to work with the CCFT leadership.

While we could barely acknowledge all of the work done to advocate for faculty at various levels, we would like to send the following special

thanks:

To Debora Bone and Stephanie Stainback for representing faculty and staff on the health benefits committee.

To the CCFT negotiating team: John Govsky, Vicki Shook, Michael Pebworth, Michele Rivard, and Debora Bone.

To Alex Taurke and Cathy Van Loon for overseeing our finances.

To Winnie Baer and Sylvia

Winder for working on Gripses and Grievances.

To John Govksy, Nancy Stucker and Vicki Shook for taking the lead on part-time issues.

To Michael Pebworth for stepping up to serve as VP.

To Julie Hanks and Bill Stamos for spearheading the COPE committee.

To Debora Bone for serving as dynamic and exemplary leader.

To active Council reps who helped to guide the Executive Board of CCFT and serve as liaisons with the divisions: Michele Chao, Bridgete Clark, Matt Escover, Mario Garcia, Jim Griffin, Olivia Hand, Jan Hiley, Helene Jara, Joe Jordan, Tobin Keller, Michael Mangin, Beth McKinnon, Shawn Ogimachi, Dave Reynolds, Chuck Smith, Debra Spencer, Nancy Stucker, Elissa Wagner and many others who participated.

Spring Reminder: The Union Makes Us Strong

Spring semester is almost over. It's time to dig out that graduation regalia, celebrate the successes of our graduating students, and recognize the hard work we all do to get them to this point!

As I come to the end of my fifth year as your union president, I want to thank you for your continued support and encouragement. Please keep sending me your comments and emails, they help me to understand faculty concerns and to frame the discussions in council, in negotiations, on committees and with administration. Special thanks go to all the officers and representatives who have served this year, and a huge thank you goes to Maya Bendotoff who keeps everything running smoothly for CCFT.

Next year we will be negotiating the 2007-2010 contract. I encourage you to participate in Contract Development meetings in the fall and to let your representatives know about issues that are on your mind. We will have a dynamic team on Eboard to serve faculty, including Co-Vice presidents Paul Harvell and Vicki Shook (now Fab-bri), Treasurer Dave Reynolds, Adjunct Chair John Govsky, Newsletter editor

Jeff Hancock, Membership Chair Michael Mangin, Historian Michele Rivard and CPC rep Alex Taurke. Big thanks go to all the new and returning division reps who will be back on Council in the fall.

Special thanks go also to the negotiations team for months of hard work. We will all be watching the news in Sacramento to see the outcome of our contingency language for salary improvements. No matter what, everyone will see a 3% raise, and likely slightly more, depending on the final state budget. Much appreciation goes to faculty from all of CCFT for the vote to increase union contributions. This will keep your union strong and able to respond to faculty needs.

Let me end with a pitch for union activism at the regional, state and national levels. Your membership in CFT, AFT and our affiliation with the Central Labor Council are all ways to support the needs of working people. The union movement has a long history of promoting policies, legislation and candidates to protect things like the minimum wage, the forty-hour work week, overtime, pension plans, lunch breaks, occupational safety, health benefits, paid leave and other

civilized and decent working conditions.

In recent years, these basic worker rights have been attacked and labeled as "special interests" rather than acknowledged as protections of the public good to be safeguarded. It is appalling that CEOs and stockholders can siphon off excess profit from the labor of those who produce the wealth and then organize to accuse those very workers of being a "special interest."

As working professionals, teachers have a unique opportunity to educate the public about the value of unions and worker solidarity. It has never been more important for ordinary people to find commonalities, join our voices and speak out. It is time to demand that our leaders prioritize policies and make allocations of resources that will protect and support the comprehensive needs of working people. We are educators preparing the next generation to go forth into the future. Let's be sure that the notion of union is part of their toolkit!

In solidarity, Have a great summer!

~Debra Bone



Join Us In Voting No On Measure E

If Measure E is approved, Watsonville will lose about 10% of its employees and services. This includes the fire departments, police departments, social services, & recreation. This is a foolish measure to support. For the amount of money being paid out in taxes every year, the taxpayer is receiving the safety of police and fire protection, recreational nature paths and sports fields, library services, and many city activities too numerous to list. The irony is that those who supported this measure from the beginning were some of the wealthiest property owners in the area, and they would be the ones to lose more if protective agencies, like the Fire Dept. on Airport Dr. were to be shut down.

The Measure has an unusual history: On August 14, 1948, the Board of Aldermen adopted an ordinance setting an election that, among other things, asked Watsonville voters whether the City Charter should be amended to allow the Board of Aldermen to establish a retirement system for City employees. On January 10, 1949, Watsonville voters voted to change the City Charter by setting up a City employee retirement system. On September 6, 1949, the Board of Aldermen, pursuant to the January 10,

1949, Charter amendment levied its first retirement tax. They directed that retirement tax proceeds would be deposited into the City's General Fund. Beginning July 1, 1950, the Board of Aldermen annually levied a real estate property tax. This continued until the voters adopted a new Charter in February 1960. Watsonville voters adopted a new Charter by election on February 16, 1960. Section 1006 of the 1960 Charter renewed and required the City's participation in the State Employees' Retirement System and prohibited the City from ending the City retirement system without voter approval. Subdivision (b) of Section 1122 of the 1960 Charter again required that the City annually levy and collect a real estate property tax adequate to pay the City's obligations to the City employee retirement system for that year. Beginning July 1, 1960, the City Council has annually levied a real estate property tax. The retirement provisions in the 1960 Charter have remained the same since 1960. The money received from the retirement tax is collected and placed into the City's general bank account called the General Fund. The City then pays the City employees' retirement obligations for that year.

Measure E, if approved by more than 50% of those voting on it, would repeal subdivision (b) of Section 1122 of the 1960 Charter and prohibit the City from collecting a retirement tax on real estate inside the City to pay the retirement obligation. No real estate property tax would be collected to pay the City's retirement obligations. Instead, the City would pay its retirement obligations from general operating funds. This would reduce the amount of money available to pay for general government services, dollar for dollar. Because no replacement for the retirement tax is proposed, the City would have to find a way to increase revenues or reduce expenses to the General Fund, dollar for dollar to balance the City budget. The common revenue sources are taxes and fees. The expenses to the General Fund are primarily the personnel of the various City departments which in alphabetical order are: City Attorney, City Clerk, City Manager, Community Development (Building and Planning), Fire Department, Finance Department, Library, Parks and Recreation, Personnel, Police and Public Works.

~Julie Hanks

"If Measure E is approved, Watsonville will lose about 10% of its employees and services."

We are here. We are here. We are here!

Janis Blume, President, Cabrillo Chapter SEIU

The workload and shared governance concerns of classified staff came into sharp relief last week when a proposed restructuring in the Enrollment Center led to Union-wide conversations about staffing and resources at Cabrillo College.

We are grateful for the time, energy, and resources that faculty members and administrators are devoting to Classified Appreciation Week, and to the barbecue to be hosted in our honor on June 8. We know that many, probably most, faculty members and administrators have a deep appreciation of the work that we do, and the professional level of expertise we bring to our respective areas. But there is a disconnection between the appreciation and respect that we many of us receive on the one hand, and the reality of our day-to-day work lives on the other.

We are in dire straits. Some of our staff members feel so overworked and undervalued that they are choosing not to attend the Staff Appreciation Luncheon. They believe that if Cabrillo College administration really cared about them, they would not have to skip breaks and lunches to serve long lines of students waiting for help. This is a time when

maintaining our enrollment level is a challenge, and when we desperately need the financial resources tied to enrollment. Yet during our last registration cycle, our Admissions and Records personnel, the very people responsible for registering students, experienced a level of burnout that left them unable to provide the high level of student service to which they are committed.

Another example is our Chemistry labs. The LIAs are worried about the safety of the campus, and have documented several close calls when volatile chemicals were improperly handled because trained classified staff was not there for weekend or evening classes.

In other offices, people are putting off medical procedures because they know that either their work will not get done, or will have to be done by already heavily burdened co-workers while they are out on medical leave. Many offices that gave up positions during the budget cuts of '03 were promised that they would be restored as soon as finances improved. In many instances, other new positions were created while promises went unfulfilled.

The college could not run without us. We register the students. We clean the class-

rooms, maintain the grounds, and staff the offices. Those of us who are LIAs work with students, and facilitate learning. We maintain the division accounts and order the supplies. Some of us drive disabled students to class in college carts. The first voice a student hears when contemplating registration is bound to be that of a classified employee. We are competent, intelligent, and committed to doing our best to serve students.

Every time we hire a Dean or Director at two or three times the salary of a classified employee, it reminds us of the money that could have paid for two or three full time classified staff.

The other problem is that we don't get to participate in the conversations that lead to the development of plans that affect the entire college. Given the impact on our work lives of these decisions, we think it would only be good shared governance to be able to participate in discussions during the early phases of the planning process. When administrative level personnel changes are on a fast track from the College Planning Council to the Board of Governors, there is no time for the kind of input that gives classified employees any sense of having a real



On Gripes and Grievances

We have enjoyed a long period of healthy relations with the district, and we have a good contract which is getting more fair with every negotiation. That being said, there are limits to the protections that CCFT can ensure. Most matters of work load and compensation are covered by the contract, and a few working conditions are covered, especially those affecting physical health and safety. But many conditions,

such as relations with colleagues and leadership styles of supervisors, which have an enormous impact on our comfort at work, fall outside the purview of CCFT. It has been interesting to learn this past year how much depends upon simple social skills that cannot be fully captured in contract language, such as respect and open communication.

~Winnie Baer

We are here (cont. from p.5)

voice. If there were an ongoing and regular practice of seeking input from the classified Union when big changes need to be discussed, we would understand if a rare emergency meant that a new position had to sunlight at CPC.

There is hope. We are using our Classified Hiring Prioritization Process for the first time. This is true shared governance, and a positive step in the right direction. There is also talk of job shadowing so that faculty and administrators can better understand

what it is like to be in our shoes. Maybe we are getting closer to the institutional shift that we need. We know that it will take a lot of creative thinking, and that it won't happen quickly. All we ask is for feedback that tells us that you are taking our concerns seriously.

In the Dr. Seuss story, "Horton Hears a Who," Horton the elephant hears tiny voices calling, "We are here. We are here. We are here!" Their world is saved only through Horton's as-

tute hearing, and the courage of Cindy Lou Who, the tiniest Who of all, who has the courage to keep shouting when all hope seems gone.

Sometimes we feel as if we are shouting at the top of our lungs, and still cannot be heard. Until we get some communication that tells us that we are being heard, we must continue to shout. We are your classified staff, and we are here. Please hear us.

~ Janis Blume

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A Union of Professionals
AFT PLUS

5/06

Fall Calendar . . . save the dates!

Council Meetings

September 18

October 16

November 13

December 4 (room 312)

Mondays from 2:30-4:30 in 1804

Flex Week Events

Part-Time Breakfast Monday, August 21 from 9-11 in room 5005

PC Meeting Tuesday, August 22 from 1-2 in room 311

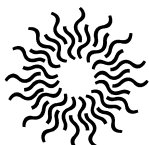
CCFT Luncheon Wednesday, August 23 from 12-1 in room 5005

CCFT General Council Wednesday, August 23 from 1-3 in room 5005

Benefits Updates

OVERVIEW

By now, all faculty eligible for health benefits with the district should have contacted Sue Torres and filled out the appropriate forms, depending on your plan choices. To recap, all health benefits plans will now be provided through SISC (Self Insured Schools of California.) Cabrillo has left the Santa Cruz JPA and joined this larger group. So far, it appears that the cost of benefits is better with the new arrangement than it would have been if we stayed with the JPA. Thanks again to those who participated on the Benefits Task Force.



FT ON PPO

For contract/regular faculty who choose the Blue Shield PPO plans, the deductible year for the current plans expires in July 2006. The new plans will be on a calendar year, so two deductibles may be collected: one from July 1 to Dec. 31, 2006 and another from Jan. 1 to Dec. 31, 2007. If you spend money on the deductible between Oct. 1, 2006 and Dec. 31, 2006, that amount is carried forward and counted toward the 2007 deductible. Costs spent from July 1 to Sept. 30, 2006 will be subject to a separate deductible (you will not need to pay the double deductible if you do not use the plan during this time period).

PT ON PPO

The "double deductible" issue does not apply to part time faculty who were on the Blue Shield PPO plan and continue with Blue Shield. The adjunct health benefits plan deductible year is already a calendar year, so Blue Shield will continue to count the deductible amounts from 2006 until Dec. 31, 2006 and then start over in 2007. Adjunct faculty will benefit from joining SISC with the contract faculty by having access to Health Net HMO plan options as well as the same Blue Shield plans as the contract faculty. If Cabrillo had continued with the previous plans, the rates were slated to go up by 40%, so these new plans are a better value for the cost.

SECTION 125

Section 125 is an IRS option that allows deduction of pre-tax dollars into a special account for medical, dental or child care expenses. When you spend money on any allowed expense, such as deductible, co-insurance, co-pay, or out of pocket costs, you can request reimbursement up to the amount you have set aside. These plans are available to ALL faculty, including adjunct faculty not currently enrolled in the health benefits plans. If you do not use the money, you have a small grace period to "spend it down" and then it reverts to the district. These plans have been on a fiscal year and will be changed to a calendar year starting in Jan. 2007. If you use the plan, you must re-enroll for the 6-months beginning July 2006.

Side Letters of Agreement

On May 19, 2006 CCFT and the District signed Side Letters of Agreement clarifying:

- 1) Workload issues for Library 255 (to clarify that 5 units will be given for the entire class).
10 (a class in which some of the "teaching" time is spent at the reference desk).
 - 2) Academic Specialist Director position changed from "Transfer Center Director" to "Transfer/Career Center Coordinator/Counselor."
 - 3) Workload issues for Eng 255 (to clarify that 5 units will be given for the entire class).
 - 4) Continuance of a special project for a 50% time Student Learning Outcomes Coordinator.
- The Side Letters will be posted on our website within the next few weeks. If you would like a

Welcome!



To Jennifer Lee and Geneffa Jonker's new babes: Sam (left) and Adrian (above).

CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238

Fax: 831-464-2283

E-mail: ccft@ccftcabrillo.org

<http://ccftcabrillo.org>

Part-Time Faculty May Be Eligible for Unemployment Benefits Over Summer

As adjunct faculty, you may be eligible for unemployment benefits over summer and winter breaks. In order to qualify, you must be actively looking for work in your occupation during this time period, and you must not have "reasonable assurance" of employment in the fall. (An adjunct assignment is not "reasonable assurance.")

For more information, go to: <http://ccftcabrillo.org/unemploy.htm>

To apply, call the Employment Development Department (EDD) at 1-800-300-5616 or apply online at www.edd.ca.gov/fleclaim.htm.

Please note that you are paid from the beginning of flex week through the end of the academic semester (unless you have a specified, shorter-term contract). This is true even if you stop teaching before the final date listed in your individual contract.

Unit Banking

As of the Fall 2005 semester, 100% full-time, tenured faculty have an opportunity to "bank," or set aside, overload units into a special fund. The faculty member may choose to defer payment for up to 6 overload units per year and place those funds in a special Cabrillo account. When the number of units banked adds up to a semester's load, then the faculty member may take a semester off, at full pay (or portion thereof), and the banked units will pay for the cost of the adjunct replacement for that semester.

Interested contract faculty members will develop a plan with their Deans to bank and "cash in" their overload units. Leaves will only be granted for one semester; faculty may only take one semester off every five years. Units may be banked from any session.

Interested? You can find the form in the bottom left corner of the Human Resources website. For contract details see Article 9.4 (online at http://ccftcabrillo.org/contract_04-07/art09.html).

Salary Improvements (cont. from p.1)

Additional improvement for part time faculty/ overload units

- Effective 2006-2007, Step 1 through Step 12 and all columns of the Adjunct/Overload Faculty Salary Schedule will equal 61% of the Contract/Regular Faculty Salary Schedule.

- Effective 2007-2008, Step 1 through Step 12 and all columns of the Adjunct/Overload Faculty Salary Schedule will equal 62% of the Contract/Regular Faculty Salary Schedule. This agreement does not preclude further negotiated improvements for 2007-2008.

ELECTED OFFICERS

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

APPOINTED CHAIRS

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

DIVISION REPRESENTATIVES

| | |
|---------------------------|------------------------------|
| BELA | Winnie Baer |
| | Mo Hassan |
| | Nancy Stucker |
| | Elissa Wagner |
| Counseling | Mario Garcia |
| | Shawn Ogimachi |
| HASS | Michelle Chao |
| | Matt Escover |
| | Michael Mangin |
| | Michael Pebworth |
| | Vicki Shook |
| | Chuck Smith |
| Health Services/Library | Sylvia Winder |
| HWPEA | Leanne Albers & Cheryl Lemon |
| | Bridgete Clark |
| | Shawn Houghton |
| | Beth McKinnon |
| | Merritt Tucker |
| Instructional Development | Helene Jara |
| NAS | Jim Griffin |
| | Joe Jordan |
| VAPA | John Govsky |
| | Tobin Keller |
| | Michele Rivard |
| Watsonville | Shirley Flores-Munoz |
| Newsletter Design | Maya Bendotoff |