

FACULTY VOICE

CCFT NEWS

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

SEPTEMBER 2006

4.5% Salary Increase for 2006-2007

All faculty salary schedules have been increased by 4.5% over the 2005-2006 amounts.

The increase is the result of contract negotiations last spring which resulted in the ratification of an agreement for a 3% fixed salary increase and an additional increase based on contin-

gency language. The contingency language involved a dollar amount of improvement that has not yet been formally approved.

The District's best estimate of what the final number will be translates into an additional 1.5% increase, or a total of a 4.5% raise. When the final amount is known,

CCFT and the District will determine whether or not a minor adjustment is needed.

For more information, see the side letter from the CCFT contract on page 4.



Two Cabrillo College Governing Board Members Face Opposition This November

Two of our Governing Board incumbents will have opponents in the November election. Alan Smith (incumbent) will be running against Juan Escamilla in Area VI, and Claudine Wildman (incumbent) will be running against Michael Bini for Area I.

We have arranged for informal interviews with the candidates for the second week in September (with faculty, staff and student reps). We also plan to co-host a larger forum in late September after which a caucus will be held and an endorsement recommenda-

tion made to the Monterey Bay Central Labor Council.

Please contact the CCFT office at 464-2238 if you would like to participate in the process.

Dues News

As most of you know, last year we voted to change the way that we collect dues from a flat rate system to a percentage-of-gross system.

We have worked with Payroll and Human Resources on implementing this system throughout the summer, and it will be in place starting with your August paychecks.

Starting in August, any CCFT members or agency

fee payers will be charged 1.12% of their gross salaries for union dues.

There are still a few problem areas that we are working on in dealing with the implementation of this system. The main concern has to do with Summer and Wintersession classes, as Payroll does not have a method in place to differentiate between salaries paid to faculty for the regular academic year as opposed to Summer and Winter classes.

We are still in the process of trying to figure out a solution to this problem.

Instructors who taught in August for Summer Session and were charged dues should receive a refund check soon.

Please email me at dare-nol@cabrillo.edu or call me at x3258 if you have any questions.

—Dave Reynolds
CCFT Treasurer



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President's Report: Nesting Dolls

Debora Bone, CCFT President

Today I am imagining our lives at Cabrillo as one of those beautifully painted Russian dolls. At the inside is a small doll, your department, or your program, or perhaps just you and a colleague. Surrounding that, a bigger doll might include your division, or instruction, or all of student services. At this level administrators and instructors and department heads make decisions about curriculum, budgets, and allocation of resources at Cabrillo. There are the faculty organizations, Business Services, the Governing Board, Financial Aid, the Bookstore, M&O, CCFT, Faculty Senate, and the classified workers of SEIU. And of course there are students, throughout, with needs and rights and hopes for a better future.

Beyond that we move to the doll that encompasses the County and the Cities, the State of California, and the Federal Government. At this level, we find a state legislature juggling priorities without much political

will to call for increased revenues. Nationally, we find debates over academic funding priorities and the rising cost of health care. Above all, there is the politics of war and homeland security, and there is the rising national debt. How are we at Cabrillo to make sense of it all? As we move toward working more efficiently and necessarily watching the bottom line, we must not lose those qualities of trust and respect and listening and caring that have made Cabrillo such a special place.

Once again this year, we face the challenges of lowered enrollment and the possible consequence of decreased revenues. How we come together to address this, and how we make the hard decisions that might result, must reflect more than a business model, for we are NOT producing widgets. The discussions and remedies must be inclusive of all who are affected, and must allow us to keep our promise of accessible education to the students.



Enrollment fluctuations would affect us differently if the funding structures and formulas from the state gave us more stability from year to year. Unfortunately, chronic shortage of funds for higher education in the United States has led to a dramatic increase over the past thirty years in the number of non-tenured faculty. In addition to the inequities of working without job security or benefits, non-tenured faculty have fewer protections and are often unable to participate in the decision-making of their institutions. As teachers in this vast system of higher education, let us remember that we are only as strong as the weakest link.

As teachers, we have the opportunity to use our knowledge and skills to take action in these layered worlds, like the Russian dolls, to help bring our cultures into balance. We can identify values, weigh options, and work collectively to make thoughtful priorities. We can promote fair and equitable allo-

cation of resources, and we can speak out against greed and intolerance. What we do as teachers has great power, and when we do it together, it is stronger still.

Solidarity forever, the union makes us strong!



Membership Report

Michael Mangin, CCFT Membership Chair



As the new academic year begins, I wanted to share a few thoughts on union membership, on a local and supra-local level.

CCFT has had many talented leaders since its founding in the mid-80s; we continue to benefit from the wisdom and hard work of our predecessors, as well as the inspired leadership of Debora, Maya, and other key faculty at Cabrillo. As any negotiator will tell you, our unity has been the source of our strength. For that reason, I want to thank all

of you for your membership in CCFT and for helping to strengthen the voice of all faculty through that association.

Every faculty member pays to support CCFT in its efforts to improve compensation and address workload issues. However, you are not an official union member until you fill out the BLUE Membership Card and return it to CCFT. This membership allows you to vote in all union elections, grants you occupational liability insur-

ance of 1 million dollars, gives access to numerous scholarships, and provides a host of various other union privileges through AFT. The cards are available in the faculty/staff mailroom and from your CCFT representatives.

Also, please consider making a monthly donation of a few dollars to our Committee on Political Action (COPE). In the past few years the COPE committee has sponsored buses to Sacramento, political donations

for community college advocates like John Laird, and other causes that go beyond the legally permissible uses of union dues. This fall there are contested races for the Cabrillo College Board of Trustees and the COPE committee will be looking to support candidates who understand the interests of Cabrillo's faculty. You can join the COPE by checking the box on the back of the Blue Card and giving \$2-9 per month to this very important organization.

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Membership Report

(continued from page 2)

On a broader level, we are all aware of the state and national trends involving unions, especially public-employee unions, over the last few years. Union membership in the U.S. has declined precipitously over the last thirty years, not coincidentally (for me, at least) at the same time that wealth distribution has skewed more to the rich. The governor attacks tenure protection and union power, while the editors of the *Santa Cruz Sentinel* depict the local teachers'

union as being the major stumbling block to educational reform. For twenty years our media have trumpeted the triumph of Gilded Age capitalism as the hallmark of the New World Order. Yet history should teach us that change is the only constant in life. You don't have to worship Hegel to know that the supposed "victory" of unrestrained capitalism has within it the seeds of another era, one with a different agenda and set of values, including a

broad-based consideration of what sort of planet we are leaving to our children.

What's needed, it seems to me, is a resurgence and rearticulation of a progressive ethos – an unapologetic defense of collectivist (not communist) solutions to our problems. Teachers and all workers, through their unions, will need to come together to articulate an alternative vision of community. For faculty here at Cabrillo, part of that means working through our union to represent our collective inter-

ests, especially on compensation and workload issues, but also including the interests of our fellow workers, the college, and our community. I urge you all to be part of the continuing conversation, through your union representatives, your Faculty Senators, this newsletter, and your elected representatives. I invite you to join the union, if you are not now a member, and for all of us to actively participate in shaping our shared future.

Flex Feast

At the "Meet Your Union Luncheon" guests were treated to a carb filled and all too delicious Mexican luncheon complete with tamales, enchiladas, carne asada, salad, rice, beans, and tortillas. After lunch guests heard CCFT president Debora Bone speak about the recent pay increase and upcoming negotiations. Then, each table answered discussion questions about what they expected from CCFT. The event was a rousing success.

Thanks to Maya Bendotoff for all her hard work in arranging this scrumptious feast.



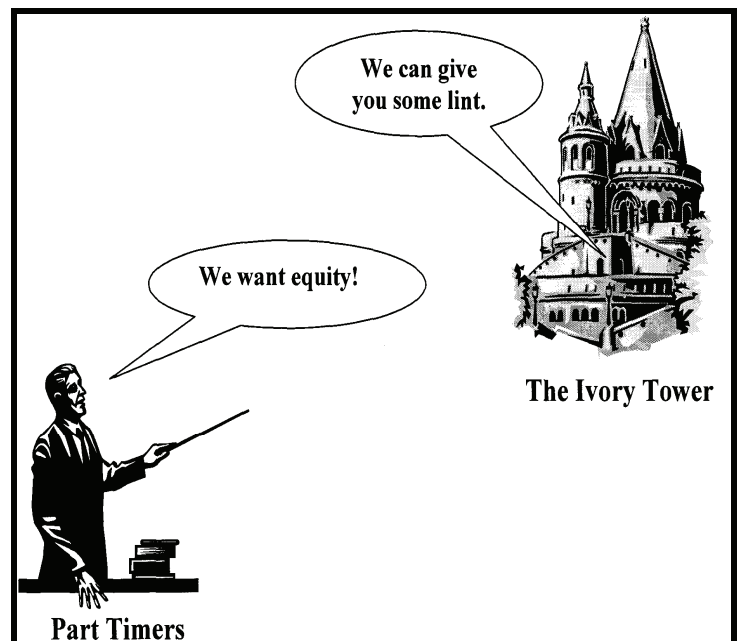
Bagels and Berry Big Fun at the Part Timer Breakfast



Amid the savory aroma of dark roast coffee and pesto almond bagel spread, labor educator Joe Berry of Chicago spoke at the Part Timers' breakfast during flex week. Mr. Berry read excerpts from his book *Reclaiming the Ivory Tower*, which spotlights inequities in the two tiered system of educational professionals – those lucky few with tenured positions and those non tenured faculty hired as part time temporary employees without benefits or job security. Berry noted that this problem exists across North America – not just in the United States – and mirrors a growing trend toward use of "contingency

workers" in the private sector. He summarized his speech by urging that part-timers continue to remain active in their unions and to communicate with one another on a state and national level. He also praised the CCFT for its support of adjunct faculty.

Later that day, a few CCFT members went to lunch with Mr. B. and his wife Helena Worthen at The Farm. Thanks go out to Vicki Shook, Julie Miller, and John Govsky for providing Joe Berry with good food and good company.



Salary Increase Side Letter

from page 1

CCFT and the District agree to the following regarding Article 13.1.1, Contract/Regular Salary Schedules and Article 13.1.2.2, Adjunct Faculty Salary Schedules

- 13.1.1.1.3 Effective 2005-2006, the Contract/Regular Salary Schedule will be increased by 1%. This increase is retroactive to the first day of the academic year, and makes the "one-time" 1% increase for 2004-2005 "ongoing."
- 13.1.1.1.4 Effective 2006-2007, the Contract/Regular Salary Schedule will be increased by 3%. This increase will be retroactive to the first day of the academic year.
- 13.1.1.1.5 If the sum of the funding for Cabrillo for COLA and Equalization in the State enacted budget for 2006-2007 is greater than \$4,175,000, then the amount above \$4,175,000 will be passed along as a base salary increase for all employee groups for 2006-2007. This increase will be retroactive to the first day of the academic year.
- 13.1.1.1.6 Contract/regular unit members will receive a one-time stipend of \$500 in the fall of 2006 to offset the double deductible and/or other health benefits costs associated with the change in benefit plans. The District continues to fund the health benefits stipend in 2006-2007 as per Article 14.2.
- 13.1.2.2.2 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.
- 13.1.2.2.3 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.

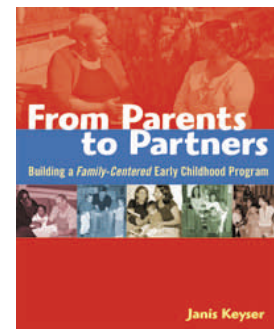
Kudos to Keyser: New Book

Congratulations to Janis Keyser on the upcoming release of her latest book *From Parents to Partners: Building a Family-Centered Early Childhood Program*. Published by Redleaf Press, the book is due to be available on bookstores by September 1 from Amazon, <www.redleafpress.org>, and other on-line booksellers.

Recognizing the power of her words, the timeliness of her topic, and the success of her first book *Becoming the Parent You Want to Be*, the NAEYC (National Association for the Education of Young Children) has adopted *From Parents to Partners* to be offered as a comprehensive benefit to their members and to be listed in their catalogue and sold at

their conferences (translates to 32,000 copies)!!

This book was Janis' sabbatical project for 2004/2005. It is another example of the personal and professional importance for CCFT members of our sabbatical leave program.



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

Contract Development

September 25

October 23

November 20

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

Sesnon House

Part Time Committee

September 12

October 10

November 14

Tuesdays from 9:00-10:30 at The Farm

Editorial: Pot o' Gold

Once, back in college, I attended a potluck with the hope of getting to know a young woman in one of my classes who said she'd be there. As an inexperienced potluckster, I failed to bring a dish, assuming that there would be plenty of food – there always had been in the past. I suppose I'd been pot-lucky.

This time my luck went to pot.

I came to the party famished, forgetting to eat my lunch that day, and found myself greeted with a small house of macrobiotic vegetarians. The main dish? Bulgar wheat and tahini casserole with cauliflower. Not that there's anything wrong with that, but I'm a carnivore, and I hate cauliflower. And all the dishes

were similar – casseroles that looked like compositions of worms, sticks, and twigs. Good vegetarian cooking is delectable. Bulgar wheat tahini casserole with cauliflower is not. There was nothing for me to eat, and to top it off the woman I wanted to see didn't even show. I learned an important lesson that day.

Don't go to potlucks empty handed.

What does this cheap metaphor have to do with unionism? Well, this. A union is like a potluck. It's only as good as what you bring to it. If everybody brings bulgar wheat and tahini casserole, and you bring nothing, you're out of luck. On the other hand, if you bring a pizza you'll have something to enjoy while the

others devouring their broccoli. Chances are some of them may even want a piece of whatever it is you're eating. By the same token, if you value part-time equity or pay increases or health benefits, and you don't go to your union meetings, how can you expect your interests to be represented? Worse, you'll be eating potato chips at the potluck when you didn't bring anything, reaping the benefits of a community event without putting anything into the community.

Yes, union work is just that – work. It's tough working at a job and then having to commit yourself to time and driving and sending out fliers and serving on committees and task forces and going to meetings. It's a job on top of

the job you already have, and for many of us, adjunct faculty especially, it can wear you down. At a recent AFT convention, I felt like the part-timers had worked especially hard for only minimal gains, so I said, "Forget this. I'm not seeing any results." But I keep coming back. Here I am, writing an editorial for the *Faculty Voice*. Why? To answer, I'll spit out another cheap metaphor. I took a Spanish class a while back, and my teacher, CCFT member Mr. Louis Compoginis, said, "You'll get out of this class what you put into it." And he was right. We can say the same for our union.

Jefferson Hancock, editor



Classified Information

What We Really Want Doesn't Cost a Thing

By Janus Blumë, SEIU President, Cabrillo Chapter

As we start a new academic year, classified staff members are looking forward to working with our colleagues and supervisors to create better communication, stronger shared governance, and some relief for ongoing workload issues.

All of this starts with mutual respect, and quite frankly, some of our colleagues have had experiences with their supervisors that have felt less than respectful. As an employee of the Counseling Division, I have felt appreciated, honored, and even deferred to. There has been one glaring exception.

When our enrollment Center

was created, classified staff met and discussed our needs at length. We communicated through appropriate channels to those working with the designers. Imagine what it was like for us when we walked in to our new space, and found that some of our basic issues had not been addressed. When I tried to communicate our concerns, it felt like shouting into the wind.

Suddenly I knew first-hand what so many of my co-workers had been describing.

We have venues for shared governance. They include College Planning Council, major committees, and the Classified Hiring Process, so

what's missing?

Perhaps it could be called institutional will. For this organization to become the kind of workplace that we feel good about, there needs to be a commitment from the Board of Governors and the College President, and from every dean, manager, and instructor to treat classified staff as peers, to honor our dignity and worth, and to take our concerns seriously. Only then will Cabrillo College become the kind of workplace that College President Brian King has said he wants it to be, "... the best place to work in Santa Cruz County."

Decertification?

At their August 26 meeting, citing recent concerns about the autocratic nature of SEIU and lack of local support from the national union, SEIU Local 415, Cabrillo Chapter members voted almost unanimously – with two nay votes – to continue investigating the options open to them should they begin the process of decertification. Cabrillo chapter president Janus Blumë made it very clear that this vote was *not* a vote to decertify, merely a vote to grant the Cabrillo Chapter's executive board the authority to continue investigating the decertification process.

CABRILLO COLLEGE FEDERATION OF TEACHERS



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Special Thanks

To Kristin Wilson, James Griffin, Diane Putnam, Sara Decelle, Denise Lim and Paul Harvell for helping out with the CCFT Luncheon.

To Vicki Shook-Fabbri for her work in assembling packets for new Part-Time Faculty.

November 2006 Election

Have you signed up for phone banking or precinct walking for the November Election? Can you cover at least 1 shift before November 7th? Phonebank volunteers are needed in all areas. Volunteer just 2 hours to call other union members in YOUR neighborhood in support of labor's cause in the coming election. You can make the difference!

To find out where & when you can help, please call Maya Bendotoff at 464-2238.

Richard Griffiths: Friend and Colleague

Your newsletter editor is dedicating this, his inaugural edition, to the memory of his good friend Richard Griffiths, who died suddenly over the summer. He was known by many names, but I called him Dick most of the time, even though he tried to distance himself from the obvious ramifications associated with it. Ricardo and I shared regular lunch visits at Bangkok West or he dropped by my little office and munched on soybeans when I couldn't leave my desk. We spoke bad Spanish together, told awful jokes, and talked in faulty foreign accents. In short,

Sir Richard had a big sense of fun. He loved to play pranks. He'd put scotch tape over the phone speaker so no one could hear you talk. He'd hide fake spiders and snakes and lizards in desk drawers. And every Halloween, Dick decorated. He loved to talk football and loved his Forty-Niners. I'm told that he even gave his students bonus points when the team won on Sunday.

Dick worked hard for Cabrillo, serving actively and passionately in the Faculty Senate, and streamlining the process of course substitution at the college. He was also instrumental in

creating the Math Study Skills class here. He was a staunch advocate for students with learning disabilities and worked with the University of Kansas to establish the Individual Accommodations Model (IAM), designed to standardize the accommodations process for students with disabilities at colleges nationwide.

Most of all though, Dick was dedicated to his students. He fought for them when they needed his help, and he taught them fairly and compassionately. They must have loved him. It isn't just anyone who can get a hot pepper next to his name at

rate my professors.com. He jokingly told me that he'd sent in ten positive reviews for himself to earn that rating.

In the end, I've left a lot out – his work with the Actors' Theater, his love of his nephews, his cabin. Dick lived a mighty full life. I suppose what stands out most for me is his Buddhist tolerance and his big heart. I asked him once how I could be a better person. He gave me a book from the Dalai Lama and I understood. Life was about alleviating the suffering of others to bring the world to a higher plane. Richard Griffiths lived that life.

ELECTED OFFICERS

President	Debora Bone
Vice President s	Paul Harvell Vicki Shook-Fabbri
Historian	Michele Rivard
Treasurer	David Reynolds
Membership Chair	Michael Mangin

APPOINTED CHAIRS

Chief Negotiator	Debora Bone
Adjunct Committee Chair	John Govsky
Grievance Officer	Denise Lim
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

DIVISION REPRESENTATIVES

BELA	Kim Arzate
	Mary Larson
	Diane Putnam
	Nancy Stucker
Counseling	Barbara Schultz-Perez
	Dhyanna Swann
HASS	Enrique Buelna
	Michelle Chao
	Michael Pebworth
	Chuck Smith
	Kristin Wilson
Health Services/Library	Sylvia Winder
HWPEA	Bridgete Clark
	Jan Hiley
	Beth McKinnon
Instructional Development	Jefferson Hancock
NAS	Sara Decelle
	Jim Griffin
	Joe Jordan
	Alex Taurke
VAPA	John Govsky
	Michele Rivard
Watsonville	Julie Hanks



The End