

FACULTY VOICE

CCFT NEWS

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

FEBRUARY, 2007

Negotiations in a Nutshell

Debora Bone, CCFT President

This month the CCFT negotiations team met with the District team to begin negotiations. This process is at the center of collective bargaining and is a primary function of the union. For over more than a century, workers in many countries and occupations have sought to assure fair working conditions and adequate compensation through labor practices that empower their representatives to meet formally with their employers and negotiate the contract that governs their work.

In California, teachers gained the right to unionize in the 1960s and state law

recognizes the power of the union to be the “exclusive bargaining agent” for all workers in a particular school or district. This means that there is no other contract besides the one hammered out between union and administrators that regulates and determines things like salary, benefits, evaluation practices, class size and all the other details of our work-lives.

At Cabrillo the first contract was negotiated in 1985. The current contract is due to expire on June 30, 2007 and the next contract will be effective from July 1, 2007 to June 30, 2010. Every article is potentially up for revision, but in

fact, the two teams will focus on particular issues of concern to faculty and administration. The CCFT contract development committee has compiled lists of topics that faculty would like to see improved and will be asking Council for further input throughout the semester. Representatives of the District have their own list of areas they would like to see modified. Thank you again to all faculty who filled out surveys and participated in gathering information about CCFT issues.

During the past few negotiation cycles, CCFT and the District have used the principles of Interest Based Bargaining to guide the process.

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COPE Resolution Against the War in Iraq

Bill Stamos, Cope Co-chair

Yes, it is still quite controversial, and yes, it *does* directly affect our work here at Cabrillo, and will continue to do so, more and more as the years pass. The misguided war in Iraq is daily costing young American lives, billions of dollars, and the prestige of America

around the world. With some 320 billion allocated thus far, just in Santa Cruz County alone, the money being spent in Iraq could have provided over 4,500 students with full four year scholarships to public universities. If we were somehow absolutely sure this all might be making us all safer here

at home, maybe it would be worth it. But this seems less likely each day.

Cabrillo COPE committee is hoping to pass a resolution with the approval of the CCFT to affiliate with US Labor Against the War, and to recommend an end to the US occupation of Iraq and a

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Go to page 3 to read a draft of the COPE Resolution against the War in Iraq.

Negotiations in a Nutshell

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IBB was developed to move away from adversarial bargaining toward a joint problem-solving approach.

With practice, both negotiation teams have gotten better at:

- developing working relationships,
- keeping a commitment to listening and sharing ideas,
- focusing on issues and interests,
- identifying creative solutions that result in joint gains,
- using external standards to evaluate options, and
- solving problems through inquiry and understanding of interests.

The process is labor-intensive and time-consuming, but allows both sides to work on issues in

a constructive manner. The IBB process uses brainstorming, consensus building and strives for respect, balance and fairness. It requires the commitment of all parties to the process and assumes that everyone is there for the entire process to hear the interests and follow the steps of identifying issues, interests, options and solutions.

During the negotiations process, the bargaining teams agree to keep discussions confidential. This allows both sides the freedom to speak openly about sensitive issues. At the end of each negotiations session, the teams determine what information can be shared with constituent groups. As topics are resolved, joint communications will be released to the college

community. Once Tentative Agreements are reached, more specific information is shared. The goal is to bring a final Tentative Agreement to CCFT Council and then to the entire membership for ratification by the end of Spring semester 2007.

So far, the bargaining teams have begun to share issues and concerns. The first step is to identify the interests that each side has. For example, a faculty interest is to continue to receive adequate compensation for work. A District interest is to make commitments within the financial means of available resources. Both sides have an interest in recruiting and retaining quality faculty. Both sides have agreed to explore the idea of having a formula to determine how to allocate money for salary improvements. Mean-

while, we are all waiting to see what the legislature will do with the governor's proposed budget and what new money might be coming into Cabrillo next year. And of course this is just one of many issues to be negotiated. We will keep you posted as the process unfolds. In the meantime, please feel free to contact us if you have any questions or input.

In service,
Your union negotiations team.

The CCFT negotiations team is: Debora Bone, Paul Harvell, Vicki Fabbri, Michele Rivard and Maya Bendotoff.

The District team is: Pegi Ard, Manuel Osorio, Wanda Garner, Kathie Welch and Margery Regalado.

Editorial: Part-Time Governance

Jefferson Hancock, Editor

Much of the discussion at the flex week Part Timer Solidarity Breakfast dealt with inequities that go beyond salary between part time and full time employees. Yes, adjunct faculty have made meager increases in the salary front, going from a whopping 60 to 61 percent of full time pay, and the powers that be have agreed move in the direction of 80 percent parity. Perhaps

by the time I'm dead, we'll get there. But in the mean time, pressing inequities exist that go beyond salary and benefits, and these inequities affect us whether we're full time or not.

We've been hearing a lot lately about "shared governance." Everyone at the college – classified, certified, full time, part time, administrators, rank and file – all of us have been wondering

what that means. To me, the answer's simple: All of the aforementioned parties are supposed to have a say in the decision making at our college. We're supposed to go to CPC meetings. We're supposed to join in self-studies for accreditation. We're supposed to run for Faculty Senate. We're supposed to volunteer for hiring committees. Notice that I used the word "supposed." That word indicates a degree of responsibility, something we *should* do.

But the word *supposed*

also carries a lot of assumption with it. It's assumed that we will do these things for the good of the college, as part of our job duties.

But wait.

For adjunct faculty, those of us who teaching a good portion of the classes at this college, such activities aren't part of our job duties. We don't get paid for them. They aren't part of our assignment. So guess what? Many of us don't participate in CPC, or volunteer for hiring committees, or even

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COPE Resolution Against the Iraq War

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reordering of our national priorities.

As most of us here at Cabrillo have been fortunately insulated from the tragic daily loss of human life of our young American soldiers, the mounting numbers of dead are too easily forgotten as mere statistics. Meanwhile however, instead of being able to improve such crucial things as health care, transportation, and especially education, we are building a massive national debt to pay for an occupation and war that will be shouldered by our students, and future generations.

We hope CCFT will want to officially join a growing chorus of voices calling on our leaders to end this national tragedy.

"Antipathies against particular nations and passionate attachments for others should be excluded, and ... in place of them just and amicable feelings toward all should be cultivated."

—George Washington

MSNBC reports, "total direct and indirect costs to U.S. taxpayers will likely be more than \$400 billion, and one estimate puts the total economic impact at up to \$2 trillion."

The Real Cost of War

Casualty Figures Provided by CBC News
Updated Feb. 5, 2007



Possible resolution for the CCFT Council February 1, 2007



BRING THE TROOPS HOME

WHEREAS, there is general agreement in the United States and throughout the world that Iraq did not have weapons of mass destruction that posed an imminent threat to this country or to Iraq's neighbors, and that the government of Iraq had few if any discernable ties to those who perpetrated the 9/11 attacks on the World Trade Center and the Pentagon; and

WHEREAS, the federal government has approved billions of dollars in public funds for the U.S. war in Iraq, draining those funds away from domestic priorities including transportation, health care, and national security; and

WHEREAS, hundreds of thousands of innocent Iraqis have lost their lives as a result of the U.S. invasion in 2003, the ongoing occupation, and the resulting unleashed violence; and

WHEREAS, working families in the United States have paid a heavy price for the U.S. involvement in Iraq with the deaths of over 3,000 U.S. military personnel - with many more seriously injured - between the start of war on March 19, 2003 and January 1, 2007; and

WHEREAS the Bush Administration has used the Iraq War and the "War on Terrorism" as a platform to advocate for restrictions in civil liberties, such as those embodied in the Patriot Act; now therefore be it

RESOLVED, that AFT Local 4400 recognize the courage of U.S. military personnel who have faced extraordinary dangers in the U.S. war in Iraq and who now want to come home; and

RESOLVED, that AFT Local 4400 call on our affiliate organizations and elected representatives to demand an immediate end to the US occupation of Iraq, and to support the repeal of the Patriot Act and the reordering of national priorities toward the human needs of our people; and be it finally

RESOLVED, that the AFT Local 4400 explore affiliation with and help actively support and promote U.S. Labor Against the War (USLAW) to protect our members, their families, communities and jobs, and the lives and livelihoods of working people everywhere.

U.S. military	3,098
Iraqi military	4,900 to 6,375
Iraqi civilian	55,664 to 61,369
Military contractors	647
Journalists/Media	130
Aid Workers	82

Part-Time Governance

from page 2

show up for department meetings—those same department meetings where important curriculum decisions are made—decisions that affect the classrooms in which we teach. Thus, most of the decisions Cabrillo are made by full timers, while adjunct faculty—unless they're willing to donate their time, to sacrifice their paycheck from another job, to leave family responsibilities behind—are not adequately represented in shared governance.

Aren't we *supposed* to participate in shared governance? Doesn't Cabrillo *want* all of its employees to

have a say in how this place works?

How long can this fiasco continue before it falls apart? At the CCFT Meet Your Union Luncheon, Julie Edwards pointedly remarked, "What we do in the classroom ain't enough, folks. It just ain't enough." Her point, obviously, was that our professional responsibilities as teachers extend beyond the classroom and if we're just confining ourselves to that, we're not doing our best, and the whole college suffers as a result. She's right. But how much time can we afford to donate, particularly those of us who teach at multiple colleges

and have other jobs? One unhappy fellow at my table during the part time breakfast asked, "When are we going to say, enough?" That's a good question. If we value shared governance, we can start by paying our part time employees for participating in college governance. Maybe we should make a commitment to such a goal, for the good of Cabrillo College, during this year's round of contract negotiations. If you agree, tell your CCFT representative.

Part-Time Facts: Did You Know?

SALARY	The adjunct/ overload salary schedule is currently 61% of the contract/regular salary schedule. In 2007-2008 the pro rata will increase to at least 62%. Full-time faculty members are expected to participate in shared governance/committee work as part of their load while adjunct faculty members are not.
JOB SECURITY	Adjunct faculty are hired on a semester-to-semester basis.
WORK ENVIRONMENT	Adjunct faculty members are less likely to have sufficient office space or access to telephone lines and updated computers on campus.
RETIREMENT	Adjunct employees are hired on a semester-to-semester basis and do not receive any health and welfare benefits or acknowledgement from the district when they "retire."
BENEFITS	The District does not pay for long-term disability insurance, state disability insurance, or life insurance for Part-time faculty. Adjunct faculty members are currently eligible for a health benefit stipend after 2 academic years of teaching 50-60%. The stipend may be used towards the cost of the district dental or health insurance plan. The stipend is currently \$4,122 per year. The base level medical plan costs \$4,591 for an individual, \$9,181 for employee +1, and \$12,704 for a family.

Spring Calendar . . . save the dates!

Council Meetings

February 26

March 19

April 23

May 14

Mondays from 2:30-4:30 in 1804, Sesnon House

Executive Board

March 12

April 16

May 7

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

Part Time Committee

February 20

March 27

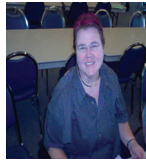
May 1

Tuesdays from 12:00-1:30 at The Farm

Classified Information

Rock Or a Hard Place?

By Stephanie Stainback, SEIU President, Cabrillo Chapter



Thanks to CCFT for creating a bit of space for your brethren to communicate with you. We really appreciate the opportunity, and the spirit behind the offer. And personally, it's good to be back in the role as the SEIU President. It all feels very familiar, and yet there are definitely new challenges facing us. As you all know, we do not have a classified senate at Cabrillo, so the duties associated with both shared governance and member representation fall into the lap of the union. Ouch! Did I really talk myself into believing that this was not that big of a deal? Sounds like a 12-step program might be called for.

On March 1st your friends in the Cabrillo portion of SEIU will be making a huge decision: do we stay with the

super-sized SEIU, or do we strike out on our own and form an independent employees' union? This is a difficult decision, and the analogy of being between a rock and a hard spot is definitely applicable.

The positive factors in staying with SEIU? They are huge, they are aggressive, they are growing, and that size and strength lends muscle. They want to keep us, have offered to return some of our dues resources to us (gasp! The temerity of even asking!), and are deeply connected to the larger union fabric.

The negative factors in staying with SEIU? We are a flea on the rump of our new 46,000 member Local, they are very top-down and heavy-handed in their management

style (anyone else see the irony in that?), and they use a large portion of our dues money on political and organizing causes, with very little spent on facilitating internal organization for existing members who are paying the freight.

The positive factors in forming our own independent union? We keep all of our own dues money and spend it in ways that directly benefit our members, we do not have to ask permission to conduct our business in a manner that we believe is appropriate, and we do not have to suffer in silence the dogmatic, adversarial style of the SEIU professional staff.

The negative factors in forming our own independent union? We have to form and run our own non-profit

corporation, we lose connection with the larger union environment, and we lose the collective strength loaned by being part of a larger organization.

We are determined that we will not allow the making of this decision to lessen our unity. That being said, this is not an easy decision. There is no clear or easy road to take. We would have liked to have had an option of affiliating with CFT, but they were deeply concerned about creating the appearance of starting to "raid" SEIU-affiliated unions, and took themselves out of the running. Too bad – we could have formed an even stronger partnership than we have now. In any event, good wishes would be appreciated in order to avoid being squished between the rock and the hard spot.

Cabrillo College Social Justice Conference

Imagining Change/ Shaping The Future

Cabrillo College's first annual Social Justice Conference happens Saturday, April 21, 2007 at Cabrillo's Aptos campus. Highlights will include a key-note speaker, break-out sessions, and a community fair. The event will foster student professionalization, academic success, and community involvement.

Conference organizers need staff, faculty, and students to help organize, publicize, and attend the event. The conference also needs faculty members who will serve as commentators and mentors to student presenters. If you are interested in participating in any of these ways, please contact the Cabrillo College Social Justice Conference Coordinating Committee at CCSJConf@cabrillo.edu or (831) 477-3254.

CCFT Supports Oaxaca Teachers

As of mid-February, 2007, the teachers of Oaxaca were still fighting for their jobs to be restored in the wake of their major conflict with the Mexican government last year. On 4 December, 2006 the CCFT Council unanimously voted to support the following resolution:

Resolution in Solidarity with the People of Oaxaca

Whereas, 70,000 teachers in the State of Oaxaca, Mexico – organized in Section 22 of the National Teachers Union (SNTU) – went on strike in May 2006, demanding that all teachers across the State receive wage increases and wage parity, and that all school children be provided with shoes, breakfast and uniforms to go to school; and

Whereas, in June 2006, the government of the State of Oaxaca, led by Governor Ulises Ruiz Ortiz, unleashed the first brutal attack against the strike encampments set up by teachers and their supporters; and death squads working with state authorities assassinated striking teachers; and

Whereas, the people of Oaxaca – through their labor, community, political, religious and indigenous organizations – then rallied behind the teachers and formed a Popular Assembly of the Peoples of Oaxaca (APPO), in order to urge the authorities to meet the strikers' just and legitimate demands, and, with the teachers, to demand the resignation of Governor Ruiz. At that point it became not only a teachers' strike, but a powerful people's strike for justice and against violent repression; and

Whereas, on October 29, 2006, the Federal government of President Vicente Fox sent in 4500 special troops to tear down the barricades and many of the encampments that the teachers and people of Oaxaca had created to defend their strike; and

Whereas, Mexicans across the political spectrum have commented on the not-so-behind-the-scenes role of the U.S. Embassy and Bush-appointed U.S. Ambassador Tony Garza, who stated on October 28 that the Fox administration had delayed too long, and needed to send in Federal troops to Oaxaca. An hour later Fox announced his decision to send in troops, which he implemented the following day; and

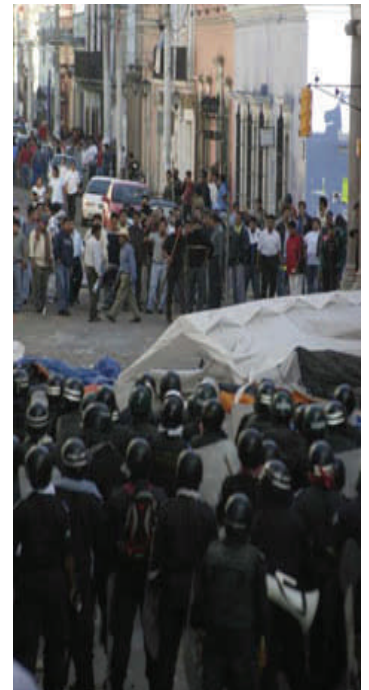
Whereas, over the first six months of struggle in Oaxaca, more than 20 people have been killed, including a North American video journalist, and hundreds have been wounded by troops, police and paramilitary forces. Hundreds of others have been "disappeared" (many of them feared dead), with many hundreds of union and community activists jailed. Yet the popular forces in their hundreds of thousands have continued to march.

Therefore Be It Resolved, that AFT Local 4400, joins with labor and democratic rights organizations in Mexico and around the world in urging the federal and state governments in Mexico to seek every avenue to a peaceful solution to the conflict in Oaxaca; and

Be it Further Resolved, that we urge the Mexican authorities to settle the conflict by meeting the legitimate demands put forward by the teachers and the Popular Assembly of the Peoples of Oaxaca, including: (1) Immediate withdrawal of all troops and paramilitary units from the city and state of Oaxaca, (2) Stop the repression and state-sponsored killings, (3) Removal from office of Governor Ulises Ruiz Ortiz, instigator of the reign of terror, (4) Release all detainees and political prisoners, and (5) Governor Ruiz and others responsible must be brought to justice.

Be it Finally Resolved, that we forward these demands to our Labor Councils, National Unions, State Federations, AFL-CIO and Change to Win Federation, urging them to embrace these demands and to act in solidarity with the teachers and popular movement of Oaxaca.

"...The government of the State of Oaxaca, led by Governor Ulises Ruiz Ortiz, unleashed the first brutal attack against the strike encampments set up by teachers and their supporters..."



"...We urge the Mexican authorities to settle the conflict by meeting the legitimate demands put forward by the teachers..."

Thanks from Dhyana Swann

Letter to CCFT Members

Dhyana Swann

Colleagues,

Belatedly, I want to express my tremendous gratitude for the many contributions of sick leave donations. I'd written something in November while in Germany for treatment which apparently did not get transmitted to CCFT.

Without your support, my situation would be far more challenging. I will share a bit of this journey in hopes that it will be possibly educational. I returned from Mexico in June where I experienced minor intestinal symptoms, but also a lump in my colon area. After testing and major surgery on August 10, I was diagnosed with Stage IV colon cancer fortunately without metastases to any critical organs. After much reflection and research, I determined to try an immunotherapy treatment in Germany which continues to sound very promising without the side effects of chemotherapy. After completing several of these treatments, it became clear that tumors were growing and I returned home for another surgery on February 1 and now am preparing for chemo. My strength and spirit recover slowly.

What's most important for you to hear is that I was assiduous about getting colonoscopies – 5 in the last 6 years, since my father had colon cancer and I was well aware of the risk.

Two things happened here: 1) the tumor actually started on the appendix outside of the colon wall and was not visible during the scope procedures; 2) in the last colonoscopy report, the doctor noted something in the appendix area of the colon and mentioned he decided not to biopsy it. I was not savvy enough at the time to have gotten this report and questioned his decision.

My strong advice is to 1) be aware of symptoms (often subtle), 2) do the medical procedures, 3) GET THE DOCTOR'S REPORTS AND GO OVER CAREFULLY, 4) GET A SECOND OPINION IF THERE IS ANY AMBIGUITY OR CONCERN ON YOUR PART.

Being deep into the medical system, I am continuously grateful for what the CCFT has negotiated in terms of our many benefits: health care (my HMO has covered everything I need with comparatively little outlay), District disability coverage, sick leave donations, etc. Further, I feel more strongly than ever that we must see Universal Health Care in CA, so those not privileged to have these benefits would not experience something like this without it...I can't even imagine.

In Gratitude and Solidarity,

Dhyana

Olsen Edwards Flexes



At the CCFT Luncheon back on February 1, guests were treated to a delicious Chinese lunch with all the trimmings including egg rolls, stir fry green beans, fried rice, chow mein, and cashew chicken. As they ate, CCFT honored ECE Instructor and long time CCFT advocate Julie Olsen Edwards for her instrumental role in organizing the union and for her remarkable leadership as a faculty member and union mentor.

After receiving the honor, Ms. Olsen Edwards gave an inspirational speech which provided a historical perspective on the CCFT. She told of making mud pies at the child care center and starting the CCFT in the 1970s, noting that "the times permitted growth." She added, "the times shape a lot, and the times today are very different."

Julie commended the work of the Cabrillo faculty, noting the passion and knowledge we bring to the classroom.

"Remarkable teaching should be enough," she said. "But it ain't, folks. It just ain't. Our work is shaped by what goes on beyond the classroom. Taking responsibility for that is part of our work."

Olsen Edwards urged the faculty to keep an eye out for streamlining of the curriculum, noting that "one size does not fit all. We have to have what biologists call 'biodiversity' in the classroom."

She further warned of the troubles that come from relying on an extensive part-time work force, indicating that doing so is unfair to them and lowers the quality of education because adjunct faculty are only paid for classroom time: "As long as we have a large pool of 'at will' employees, all of us are threatened."

Olsen Edwards implored us to use our expertise and knowledge in the classroom to inform the public about what works— and what doesn't— in education.: "Every time we set up an idea that promotes bad teaching, we neglect our responsibility. We must be able to say 'no.'"

"Our work," she affirmed, "is for creating the conditions that let spirits fly."

The luncheon ended with a rousing sing along of the old union tune "Bread and Roses."

"It is bread we fight for, but we fight for roses, too."

—James Oppenheim—

CABRILLO COLLEGE FEDERATION OF TEACHERS



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Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

COMMITTEE	CCFT REP(S)
College Planning Council	Alex Taurke
Distance Learning	John Govsky Nancy Stucker (alt.)
Facilities Planning Advisory	Rob Edwards
Faculty and Staff Diversity Advisory	Barbara Schultz Perez
Meritorious Service	Zarina Dastagir
Sabbatical Leave Review	Eric Carter Marcie Wald Mary Ellen Sullivan
Safety Committee	Noreen Romero
Sexual Harassment	Marcy Wald
Staff Development Advisory	Vicki Fabbri Shirley Flores-Muñoz
Technology	Charlotte Jensen John Govsky (Alt)



Wintersession Dues Refund

Dave Reynolds, CCFT Treasurer



Greetings from the CCFT Treasurer. Just a few notes for you as we begin Spring 2007. For those of you who taught Wintersession this year, union dues were taken from your Wintersession wages. You should be receiving a refund in the mail very soon. Also, as many of you know, when full-time faculty received their \$500 benefits stipend this year, union dues were deducted by accident. A refund was credited to your October paycheck in the wrong amount – so everyone came up 54 cents short. If there is anyone who wants that 54 cents back, please email me at darey-nol@cabrillo.edu and I will get it to you. Have a great semester!

ELECTED OFFICERS

President	Debora Bone
Vice Presidents	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

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Counseling	Barbara Schultz-Perez Francisco Ponce
HASS	Enrique Buelna Michelle Chao Michael Pebworth Chuck Smith Kristin Wilson
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HWPEA	Bridgete Clark Jan Hiley Beth McKinnon
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NAS	Sara Decelle Jim Griffin Joe Jordan Alex Taurke
VAPA	John Govsky Dawn Nakanishi Michele Rivard
Watsonville	Julie Hanks