

FACULTY VOICE

CCFT NEWS

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

MARCH, 2007

Shhhh. Don't tell: Confidentiality and Negotiations

Paul Harvell, CCFT Vice President



Currently, it seems that one of the most popular words at Cabrillo is "transparent." As one who is easily annoyed at the over use of a word-of-the-day (specifically, when a popular word is used in place of original thought), the popularity of "transparent" has not perturbed me. I still like the word, and I still like the idea (very much). And it is catching on. I am very much in favor of the recent changes

at the CPC where there's a deliberate attempt to make that body and its decisions more transparent. "Transparent" even made it into their philosophy statement on shared governance.

Thus, it is somewhat awkward to find myself serving in a position where there is deliberate opaqueness. At the beginning of negotiations, "table rules" are agreed to by the district and the union. One of those rules is that what is said

at the negotiating table is confidential, and confidentiality is why there isn't a steady stream of reports about what was exactly said during the multitude of negotiation sessions.

Is this opaqueness appropriate in this circumstance? I believe it is. As long as the district and the union believe and follow interest-based bargaining (as opposed to adversarial bargaining), I believe

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CFT Convention Report: Gettin' it Done in the L.A. Sun

Debora Bone, CCFT President



Cabrillo sent four representatives to the annual CFT Convention in Los Angeles on March 16-18, 2007. Debora Bone, Maya Bendotoff, John Govsky and Vicki Fabbri spent three valuable days networking with union activists from all over California and serving as your representational voice to the decision-making body of the CFT. Nearly 500 delegates, filled with passion for education and excitement about the future, gathered to help chart the course for our state-wide federation.

From the moment we arrived at the hotel, the atmosphere was a-buzz with talk of the CFT election. For the first

time in many years, there were contested elections for the presidency, as well as for the important role of secretary/treasurer. In the end, two leaders from the community college system won: Martin Hittelman, former president of the Community College Council, is the new president, and Dennis Smith will serve as secretary/treasurer. Candidates for the twenty-four vice president spots came from all over the state and represent the four main branches of the CFT: the K-12 system, community colleges, classified workers, and the university system

In addition to selecting new officers, the body of delegates

debated issues and passed resolutions on a wide range of issues. These resolutions shape the policy directions of organization and guide the efforts of leaders throughout the state. A high priority was to endorse Sheila Keuhl's bill, SB 840 that would establish a single payer health care system in California.

One of the plenary sessions included a slide show explaining the history of efforts in the US to secure health care for all, followed by a rousing talk by guest speaker Art Pulaski from the California Labor Federation, AFL-CIO. The take-home message is that the time is ripe for health care reform and the

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For a summary of resolutions passed at the CFT Convention in Los Angeles, see page 3

Shhh, Don't Tell

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that confidentiality does help the negotiating process.

In interest based bargaining, where both parties commit themselves to looking for solutions to problems that are in the interests of both parties, you want to create an environment at the negotiating table that encourages dialog, frankness, and creativity. Either party fearing that anything said at the table could be broadcast to a constituency would create a chilling effect upon open dis-

cussion. This is counterproductive if the mutual goal is problem solving.

Perhaps the biggest problem that results when there isn't confidentiality is that the context of what is said is lost. One little snippet of a conversation does not communicate the entire context of what was being said. Negotiations are about discussion – hours of it. The context of what one person says can be wrapped in hours of talk, ideas, and sup-

positions. To remove and broadcast a single fragment, sentence, or idea from the long back-and-forth of negotiations is not conducive to interest based bargaining.

And, it can erode trust. Trust is critical in interest based bargaining. Interest based bargaining cannot not be done unilaterally. It is entered into mutually, and each side must trust the other to maintain the principles of it.

All this confidentiality shouldn't suggest that negotiations are just one of the long tentacles of the

Illuminati who are now having to find a new burial spot for Mary now that the one hidden in the Louvre has been compromised. The union has publicized (widely) what its interests are at the start of negotiations. And the union and the district, jointly, have issued and will continue to issue updates on negotiations. And lastly, all faculty will see and vote on the end product of negotiations.

Part-Time in More Ways Than One

Vicki Fabbri, CCFT Vice President

In early March I gave a brief presentation to the Board of Trustees—not as a Communication Studies instructor, or as a CCFT officer and negotiator, but as a member of the largest group of employees at Cabrillo. I spoke as one of over 400 part-time faculty members who teach nearly half of all units at this college and yet do not receive equity in wages, benefits, opportunities or recognition for their essential work. There is a lot of movement in the state and nation today to rectify this widespread travesty, which is good news, but we have a long way to go. Let's see how Cabrillo stacks up. I'll highlight the pay rate of part-timers here compared to others in the state and Bay area, summarize key differences between part and full time instructors in the contract, and finally look at some of the ways we can support the movement for equity.

First I'd like to acknowledge the work of the last contract negotiation teams for supporting the principle of equal pay for equal work with a goal of 100% pro-rata pay for the time worked. Initially both

sides agreed to bring the adjunct salary schedule up to 80% of the equivalent full-time salary schedule up to step 12. Once at 80% then we would percentage difference that would leave room for recognizing the duties that full-time contract employees perform that are outside of teaching related activities. In the fall of 2006 the teams agreed to increase the pay to 61% for 2006 and 62% beginning in fall of 2007. Although the increases are modest they set the stage for movement.

CCFT director sent a request to all CFT community college districts and all Bay Area schools and received data that showed where we stand relative to others. Nationally we know that part-time faculty have become the largest group of higher education teachers and receive as low as 40-50% pro-rata pay. So we do a bit better than most. However, compared with some of our closest neighbors we are behind the curve. Marin is currently at 95%, San Francisco at 85%, Sacramento (Los Rios District) is at 75%, Foothill DeAnza at 72%, West Valley/Mission at

71%, and San Jose/Evergreen at 65%.

More troubling is that when the whole contract is scrutinized it's clear that the differences in working conditions and compensation go far beyond the salary disparity and constitute a clear pattern of disadvantage. Take a look at a few areas.

Salary –

We receive only 61 cents to every dollar full-timers make for time in the class, prep and office hours. Here's another way to think about it. In an 80 minute instructional class all faculty receive the same pay for the first 49 minutes. After that the adjuncts are basically "volunteering" the last 31 minutes. Any work we do in committee meetings, department and division meetings outside of FLEX week (including work on SLOs and program development and planning) we do as volunteers. Granted not all part-time faculty would want those responsibilities, but a fair number do them because they have the time and interest, despite knowing that they will not be compensated or recognized as professional volunteers.

Health and Welfare Benefits –

The last contract saw some improvement in the stipend amount. Major discrepancies remain. Part-timers aren't eligible until two years of continuous teaching at least 15 units per year and can't buy in to the plan otherwise; the amounts are lower, do not cover the base plan for an employee only (not to mention family members), and we receive no long-term disability, state disability, or life insurance.

Professional Development – Full-timers receive \$150 per year for conference funds each year; part-timers receive none. Sabbatical privileges are closed to part-timers. Those who part-timers who choose to take an "unpaid sabbatical" may jeopardize their benefits and assignments.

Other Areas –

No extended leave options. No job security, only "assignment preference" after four continuous years teaching—meaning a part-timer must be offered an assignment, which could be one unit or one class. No formal retirement with health benefits. Adjuncts

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CFT Convention Report

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labor movement is backing SB 840 as the most comprehensive proposal. This educational slide show presentation will soon be available to CFT locals as part of the campaign to promote the single payer plan.

There were numerous informative workshops for the Cabrillo delegates to attend. Between us, we learned about retirement, grievances, part-time issues, health care, the new state budget formula for community colleges and more. The CFT legislative analyst Judith Michaels gave a summary of new and pending bills in Sacramento that will affect education. Over and over, we heard about three of the top priorities for CFT in the next year: health care reform, the Faculty and College Excellence Act (FACE) to promote part-time equity and more full-time positions, and the Community College Initiative to secure better funding to "keep the promise of California's Community Colleges."

CFT members are key players in the future of California. We educate the children and young adults of tomorrow, teaching skills, sharing values and providing opportunities. Our efforts to support health care reform, assure part-time equity, and strengthen community college funding have the potential to guarantee access to health and education for generations to come. Expect to be contacted by your CCFT representatives and plan to contribute to these efforts. United we are strong!

CCFT Says No To War

Bill Stamos, COPE Co-Chair

On the fourth anniversary of the commencement of George Bush's war in Iraq, in a resolution proposed by COPE, the Cabrillo College Federation of Teachers Union voted unanimously to officially oppose the war, and bring all the troops home now. Numerous other community colleges in the state have also previously taken similar positions. At times it feels that no one is listening, and there is almost nothing anyone can do to stop this war and occupation. It also appears that this administration does not care, nor even notice that opposition to this war is also strongly surging. However, hopefully small acts like these can eventually all add up to help us turn this sad page in our nation's history.



Convention Resolutions Support Equal Access for Students, Compensation Equity and Job Security for Part-Time Faculty Members, and Universal Health Care

Highlights of the resolutions approved by CFT Convention delegates include:

Resolution 1, Support California Universal Health Care Act, resolved that the CFT reaffirm its endorsement of SB 840, which would provide universal health care for all Californians (this bill was approved by the legislature last year and vetoed by the Governor).

Resolution 3, Provide Health Care for Part-Time Faculty, resolved that the CFT support legislation requiring that all education employees in California receive health benefits contributions through employer contributions based upon the contribution made by the employer per full-time employee, minimally a double pro rata contribution, with employer contribution paid at the full rate for 50 percent or more FTE employees. Thus, a person employed at 20 percent FTE would receive 40 percent of the employer's contribution toward health benefits for a full-time employee.

Resolution 14, Protect Jobs for Part-Time Faculty, resolved that the CFT sponsor legislation to provide job protection for part-time faculty such as that afforded to full-time teachers.

Resolution 15, Support Pro Rata Pay for Adjunct Community College Faculty and Hire More Full-Time Faculty, resolved to sponsor legislation requiring that all community college faculty be paid on a 100 percent pro rata basis considering the percentage workload, and that community college districts be required to hire more full-time faculty.

Resolutions 17, 18, and 19 demonstrated **support for affirmative action and maintaining our historic commitment to fight for integration and equality in education** and in all aspects of American society by providing public support and financial contributions to support a federal lawsuit challenging anti-affirmative action Proposition 2 in Michigan, and to support desegregation plans in the Berkeley and Los Angeles school districts.

On a related note, Resolution 10 called for the creation of a task force and legislative recommendations to provide in **incentives to recruit and retain quality teachers in low decile K-12 schools**.

Also of particular interest to Cabrillo faculty members, Resolution 4, **Social Security Offsets: A Reaffirmation of Concern**, resolved that the CFT continue to support legislation to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) that may cause educators receiving CalSTRS retirement benefits to suffer reductions in the Social Security retirement benefits. It was further resolved that the CFT send a copy of the resolution to every member of the California Congressional Delegation.

Other convention resolutions called for improvements to the No Child Left Behind Act, support for a four-year polytechnic university in the high desert region, a call to stop the privatization of education, support for Oaxacan teachers, and support for balanced global economy. In all, twenty eight of the thirty one proposed resolutions passed, one was defeated, and two were referred to committee.

If you would like to view the complete set of resolutions, please contact the CCFT office at 464-2238.

USLAW Members march down Hollywood Boulevard at a recent demonstration in Los Angeles

Part Time All the Time

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are less likely to have sufficient office space with access to telephone lines and updated computers. All this has a chilling effect on academic freedom, one of our most guarded rights as faculty. How can you truly feel free to speak out if you lack job security? These differences create a picture of being seen and treated as “less than.”

So where do we go from here? I think we begin to build on the groundwork that has been laid locally. We have the commitment in principle, and now it's time to create a more concrete plan to move Cabrillo towards a stronger position

of one-faculty, part-time and full, all receiving respectable compensation and benefits. In my mind this plan needs to include a time table for equity pay within the next few contracts, while working on other improvements in working conditions within and without the sphere of the contract. Part-timers can join the part-time committee or other campus wide groups to increase our representation and add our voice to the many important discussions that will affect the future of Cabrillo.

On the state level CFT has lent its support to equity issues through resolutions and is actively involved in

the movement to pass the Faculty and College Excellence Act (AB 1343). We need to lobby our representatives and the governor to increase community college funding overall and equity funding specifically. I have been a part-time lecturer on and off since 1979 in Hawaii and California. My hope for equity has waxed and waned mightily over the years, but right now I am buoyed by a sense of a building undercurrent for change—even when the more reasonable minds might disagree on the basis of the data. So I invite you to share this “audacious hope” and work for a more just and equitable Cabrillo.

Adjunct Faculty and Student Learner Outcomes

Michael Mangin, Membership Chair

The 2007 Accreditation Report is nearing completion. One of the key themes (along with the need for better communication) of the Self-Study is the ongoing challenge of effectively implementing and assessing Student Learning Outcomes. All of us know that the continued commitment to the SLO process involves a great deal of work for all instructors and Program Chairs. The Self-Study discusses this challenge and commits the college to make the SLO process an effective tool to help improve student learning. I know that many Program Chairs have articulated the need for the college to recognize the workload that falls on PCs in the expanded SLO process and the need to

compensate people for their work.

However, the issue of compensating faculty for SLO work raises different issues for contract and adjunct instructors. Many contract faculty assume that their participation in SLO design, implementation, and assessment is already part of the contractual commitment that full-time faculty have to participate in college and departmental governance.

Adjunct faculty have no such expectation or compensation. The college needs to come up with a mechanism to pay adjuncts for their participation in SLO assessment. This is the key to making the SLO process work at the college, and therefore is crucial to the college's accreditation status, since

adjunct faculty teach about half of the courses at Cabrillo. It is essential for adjuncts to participate in department or program meetings about SLOs and to engage in purposeful dialog about how SLO results can inform future directions for each course and program. To me, the case is crystal clear that this is a new workload requirement that goes beyond the normal time spent in preparing to teach a course. For SLO dialog to be meaningful it must have the participation of all of the instructors in a program.

For the SLO process to work at Cabrillo College, a special mechanism to compensate adjunct faculty for their participation is an absolute necessity.

Spring Calendar . . . save the dates!

Council Meetings

April 23

May 14

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

Executive Board

April 16

May 7

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

Part Time Committee

March 27

May 1

*Tuesdays from 12:00-1:30 at 5th
Farm*

Lab Workload and Just Compensation

Chuck Smith, Anthropology Program Chair

During the 29 years that I have been a member of the Anthropology Department, the Department has consistently depended upon the extraordinary efforts of adjuncts to maintain, and in some cases, expand our program. Between Fall 2000 and Fall 2005 the number of classes taught by adjunct faculty has oscillated between 60% and 71% and currently stands at 60% (18 sections out of 30 taught). Next semester, that percentage will rise, as we will have three more classes, each taught by adjuncts. Furthermore, of the eleven physical anthropology laboratory classes offered, all but one are taught by adjuncts, which requires them to serve above and beyond the call of duty.

In order to teach a lab class, at least 20 minutes (and sometimes up to 30 minutes) must be devoted to setting up the lab BEFORE the actual lab period begins. And when the lab

is over, the instructor must spend an equivalent amount of time to take down the lab. In effect, our adjunct lab instructors are teaching anywhere between 30 and 60 minutes per lab meeting while receiving no compensation. In other words, the College is getting approximate 12 – 17 hours of free labor per semester per lab. And while the instructors continue to supply this free labor, cheerfully, it's patently unfair to ask them to continue to do so. They need to be compensated for this work, or we need to hire lab technicians to setup and take down the labs (This is currently done in the Biology and Chemistry departments where instructors – adjunct or contract – are not expected to set up their own labs. Instead, they have paid Lab Technicians – 3 in Biology and 2 in Chemistry – that are responsible for lab prep and breakdown).

In the 2001 Anthropology Program Plan one of our Program Recommendations was the hiring of at least one I.L.A. However, as our Program has grown from two labs to eleven (one of which is taught in Watsonville and one at Scotts Valley Center) the need to hire paid lab technicians or pay our adjuncts has become imperative. On March 23rd we presented our Program Plan to the College and drew attention to the current lab situation. Whether the College will act on our recommendations (paying the adjuncts for setup and take down or hiring Lab Technicians) remains to be seen. In the meantime, on behalf of the adjuncts that are teaching 90% of our Physical Anthropology Labs, I am writing this missal to call the Union's attention to this situation and ask that the Union investigate ways to mitigate what I perceive to be an unjust situation.

Meet Your Union: Maya Bendotoff, Executive Director

Most of us see CCFT's Executive Director Maya Bendotoff scurrying about at our union functions, but some of us may wonder what exactly she does. In looking over her job description, which goes on for several pages, one wonders why the folks who wrote it didn't just include one word: everything. Without Maya, many of our essential union functions couldn't happen. Read on to find out more about your union's Executive Director.

I've always wondered who pays Maya's salary. Is she an AFT employee, or a CFT employee, or a Cabrillo employee, or what? Actually, she's employed by us, the Cabrillo Faculty. A portion of our dues goes toward paying her salary. She's employed at 70% of full time,

which means she's paid for 28 hours a week but usually works 32 hours per week or more during the semesters, and less over the summer and winter sessions.

It's money well spent. Maya's been with CCFT since August of 2000, and in looking at her job description, one quickly realizes that she is the backbone of the CCFT. Summarizing her role with our union in a nutshell, she says, "My job is to assist faculty in creating an organization that brings faculty members together and provides for the best possible working conditions and compensation for all of our unit members." In so doing, she handles everything from contract information to grievance representation. This year,



My job is to assist faculty in creating an organization that brings faculty members together and provides for the best possible working conditions and compensation for all of our unit members.

she's on our negotiating team. She also organizes membership recruitment, provides new member orientation, and maintains membership records. Best of all, she's the one who organizes those yummy flex day banquets.

Many of the members will be surprised to learn that Maya's not a union member. Why not? The answer is confusing. A number of CFT locals are reimbursed from CFT for professional staff, otherwise known as formula funded faculty. They all work at different locals, have different COLAs, and different back-

grounds. Since they are employed by different employers, there has been resistance to organizing efforts. However they are currently working on obtaining access to a group health benefits plan and then will work on a Master Contract that locals, including ours, will voluntarily agree to.

With so much to do, I wondered why Maya's position isn't a full time job. To that, she replied, "Good question. I have

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Union Elections: Your Turn to Lead the Way

This spring CCFT members will nominate and elect a new president and new co-vice presidents to serve for the next three years. In addition, you will elect a new Treasurer for a two-year term (the current Treasurer has expressed his intention to step down at the end of the academic year). Any member who has served on the Council or on a CCFT committee, has been appointed by the CCFT to a campus committee, or has been an active participant in CCFT activities is eligible to run for an office.

Faculty will also nominate and elect the full CCFT Council, which serves as the representational body for all of our unit members. Although the allotment of Council Representatives is based on the number of CCFT members in each division—one rep per twenty

members—you may nominate and vote for Council Representatives from all campus divisions. CCFT Council meetings are generally held Monday afternoons (from 2:30-4:30pm) once every 3-4 weeks. If you have not yet had a chance to participate, we encourage you to do so.

Nomination forms will be sent out in conjunction with this publication (March 29 or so) and are due back by April 16. Official ballots will be sent on April 26 and will be due back by May 3; election results will be announced on May 4.



You Must Be a Union Member to Vote in CCFT Elections

A CCFT deduction from your paycheck does not necessarily mean that you are a union member (non-members have to pay what is called an “agency fee” since the union is obliged, by law, to represent you).

In order to become a member you must have, at some time, completed a membership card (available in the faculty mailroom). If you wish to vote in the upcoming elections, please submit your membership card to the CCFT mailbox as soon as possible. You may also request a membership card or confirm your membership status by calling the CCFT office at 464-2238.

Reduced Workload Program: Pre-Retirement (or Willie Brown”)

In accordance with section 18.5 of the contract agreement and the STRS Reduced Workload program, eligible full-time unit members may be permitted to reduce their work load from full-time to part-time duties, defined as a minimum of 50 percent fulltime, for up to 10 years.

Salary, leave, benefits, and STRS retirement contributions for unit members on pre-retirement:

- Both the District and unit member shall make retirement contributions in the same manner, as if the unit member were earning a full salary.
- The unit member shall receive the salary which is the pro rata share of the salary earned if she/he continued in full-time employment.
- The unit member shall receive the same benefits (specified in Article 14) as a full-time unit member.
- All leave benefits afforded to a unit member shall be earned by the pre-retiree on a pro rata basis.

In order to qualify for this program, the unit member shall meet the following requirements:

- Unit members requesting pre-retirement must have been employed full-time in an academic position or a position requiring certification qualifications, or both, for at least ten (10) years, including the immediately preceding five (5) years. Sabbatical leave or other approved leaves shall not be considered to be a break in service.
- You must have reached the age of fifty-five (55) prior to the first day of the semester in which reduced-time employment is requested
- You must submit a request in writing to the Personnel Office by **April 15** of the academic year prior to the beginning of the semester in which the pre-retirement program is to be effective.
- Length of participation in the pre-retirement program shall not exceed ten (10) years as specified in Ed Code 87483 for employees subject to Section 22713 of the Government Code and shall not exceed five (5) years for employees subject to Section 20815 of the Government Code.
- Part-time employment and the specific assignment shall be by mutual agreement between the unit member and the District.
- The period of part-time employment pursuant to this policy shall not extend beyond the end of the school year in which the unit member reaches her/his seventieth (70th) birthday.

For more information, see Article 18.5 and the CalSTRS handbook or website.

Classified Information

The Times They Are A-Changin'

By Janus Blume, CCEU Vice President

On Thursday, March 1, Cabrillo College classified employees initiated a vote on whether to have their Executive Council pursue decertification of Service Employees International Union (SEIU) as its representative. The vote concluded on March 6th. The result was an overwhelming mandate to decertify. (There are approximately 250 classified employees. 177 of them voted on this issue, with 81% of the valid ballots cast in favor of decertification.)

There were two major issues identified at the core of the employees' dissatisfaction with SEIU. One was the availability of resources for conducting chapter business, and the other was the operational and communication style of SEIU.

The Executive Council is now fully engaged in moving through the decertification process, and forming an independent union. Their goal is to make the transition as smoothly and quickly as possible. This will involve filing cards with the Public

Employee Relations Board (PERB) and finalizing our release from SEIU.

The classified employees remain committed to maintaining solidarity with CCFT. In fact, the increased autonomy that will accompany the formation of an independent union is likely to create an even stronger bond between faculty and staff. The classified employees' union will be able to work directly with CCFT on issues that impact our mutual work lives without the involvement of a parent union.

The classified employees remain committed to maintaining solidarity with CCFT.

Maya Bendotoff

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a 7-year old son who I am deeply committed to and need to spend time with. Also the CCFT has a tight budget." She did say that she might consider full-time work if CCFT had the funding available.

Until then, when she does have a spare moment for fun time, Maya enjoys Salsa dancing, camping, hiking, and outdoor activities with family (especially her son Kai), friends, and her dog. She's an artist, too. She does glass art work (when space permits) and keeps herself fit with yoga.

In talking to Maya, I'm always impressed by her knowledge of all things union. She's very up on the affairs of workers, so I asked about how she came to know so much. It turns out that she has a

long history of work in social justice organizations. Academically, she has a BA in Latin American / Latino studies with honors in area and from her college and has also served as research specialist in Latino and Latin American Studies. She's even written indexes for two books. Professionally, she has worked with many non-profits, including the Latino Strategic Planning Collaborative where she was a project coordinator and Women's Crisis Support where she served as a crisis hotline volunteer. She's also worked with la Familia Center, Families in Transition and has done volunteer work in the Dominican Republic and Central America. Underlying all this important social work is Maya's central goal: to work for a better world. She's doing a good job.

CSU Faculty Association Needs Your Support

Dear CCFT Members,

Now that the Cal State University Faculty have voted overwhelmingly to strike in response to the CSU Administration's refusal to negotiate a fair contract, it is important to let our legislators and the CSU Administration know how we feel about this serious impasse.

CFA is attempting to negotiate a fair and reasonable pay package for its members. CSU faculty salaries range up to 35% less than counterparts in other states.

The California Faculty Association (CFA) needs our help in putting our critically important State University system back on the right track and stopping the arrogant and anti-education approach it is taking to supporting and funding the critical teaching component of our higher education system.

Write to your legislators today and tell them to support the CFA's demands, and strike and to support AB 1413, "The California State University Governance and Compensation Reform" bill by Assembly member Portantino. This measure is designed to create greater accountability by the CSU administration in dealing with how faculty and administration compensation is decided.

Thanks!

As of Monday, January 26, according to the *Oroville Mercury Register*, faculty and administrators at CSU have "agreed to a 10-day contract extension, which gives both sides time to hammer out an agreement under guidelines in an independent report recommending a nearly 25 percent pay raise."

ARE YOU TEACHING ONLINE?

If you are involved in the preparation and teaching of distance education courses, CCFT is interested in your experiences. How does the workload compare to the on-campus version of the same course? Prep time? Student interactions? Class size? If you are teaching or have taught online, email Denise Lim at delim@cabrillo.edu.

CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238

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<http://ccftcabrillo.org>

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)

Scholarships Available

Once again the Monterey Bay CLC will offer its annual Johnny Mattos Scholarship and Cesar Chavez Memorial Scholarship. The completed application must be accompanied by a transcript, verification of sponsor's union membership, and a 100-200 word essay. Applicants should obtain verification by the sponsor's union before submitting the application to the Labor Council. You can find the application at the MBCLC's website: www.mbclc.org.

Summer Institute for Union Women

The 29th Annual Summer Institute for Union Women, will take place July 17-21, 2007 in Berkeley, CA. This year's theme is "Women United for Action" and will feature young workers who are organizing to make a difference, inter-generational dialogue, and creative ways of organizing using new media technologies. For more information, go to: <http://laborcenter.berkeley.edu/events/siuw/index.shtml>.

Social Justice Conference

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. For more information, please contact the Cabrillo College Social Justice Conference Coordinating Committee at CCSJConf@cabrillo.edu or (831) 477-3254.

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 Francisco Ponce
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